

ANNUAL  
HIRING  
PROCESS

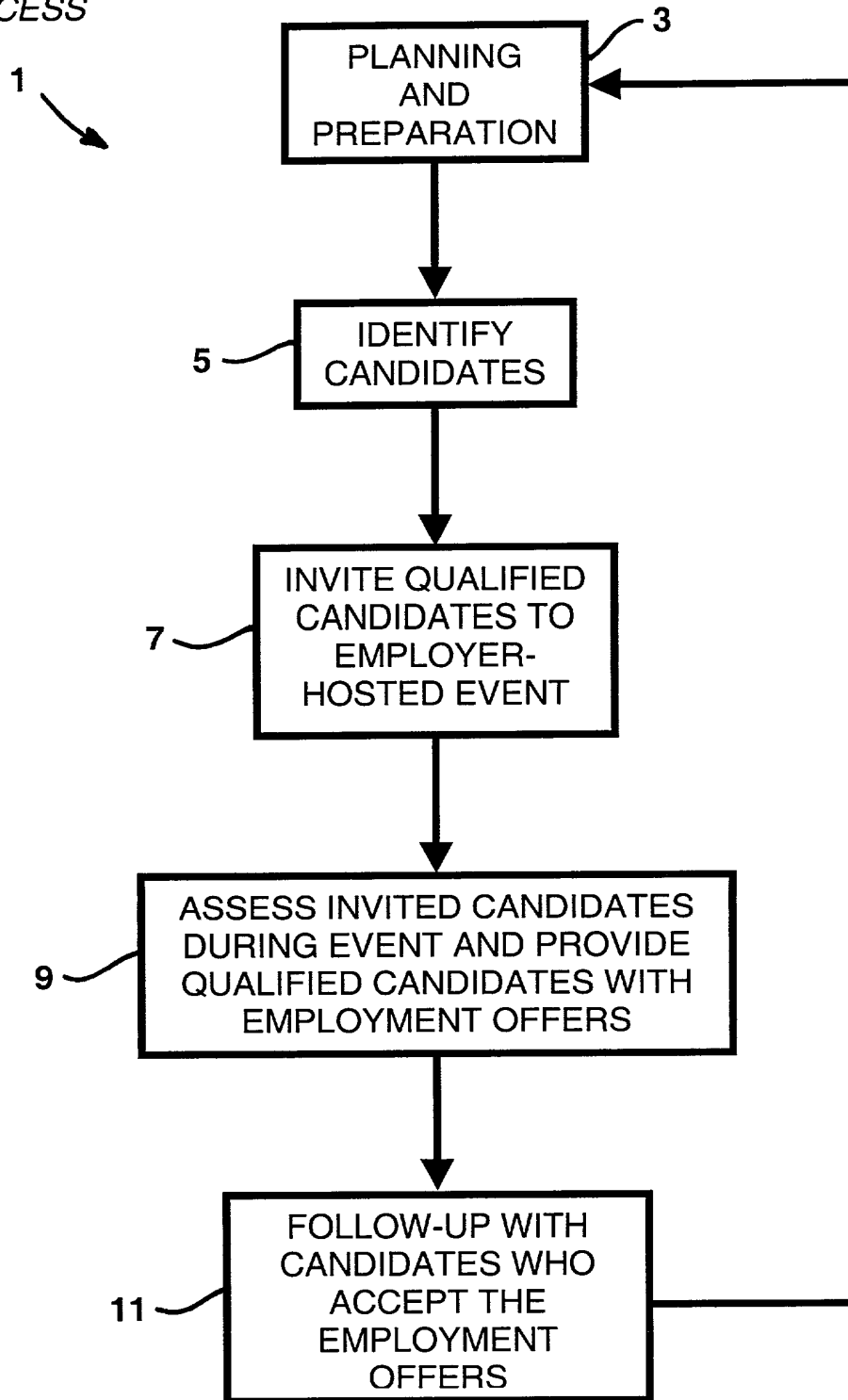


Figure 1

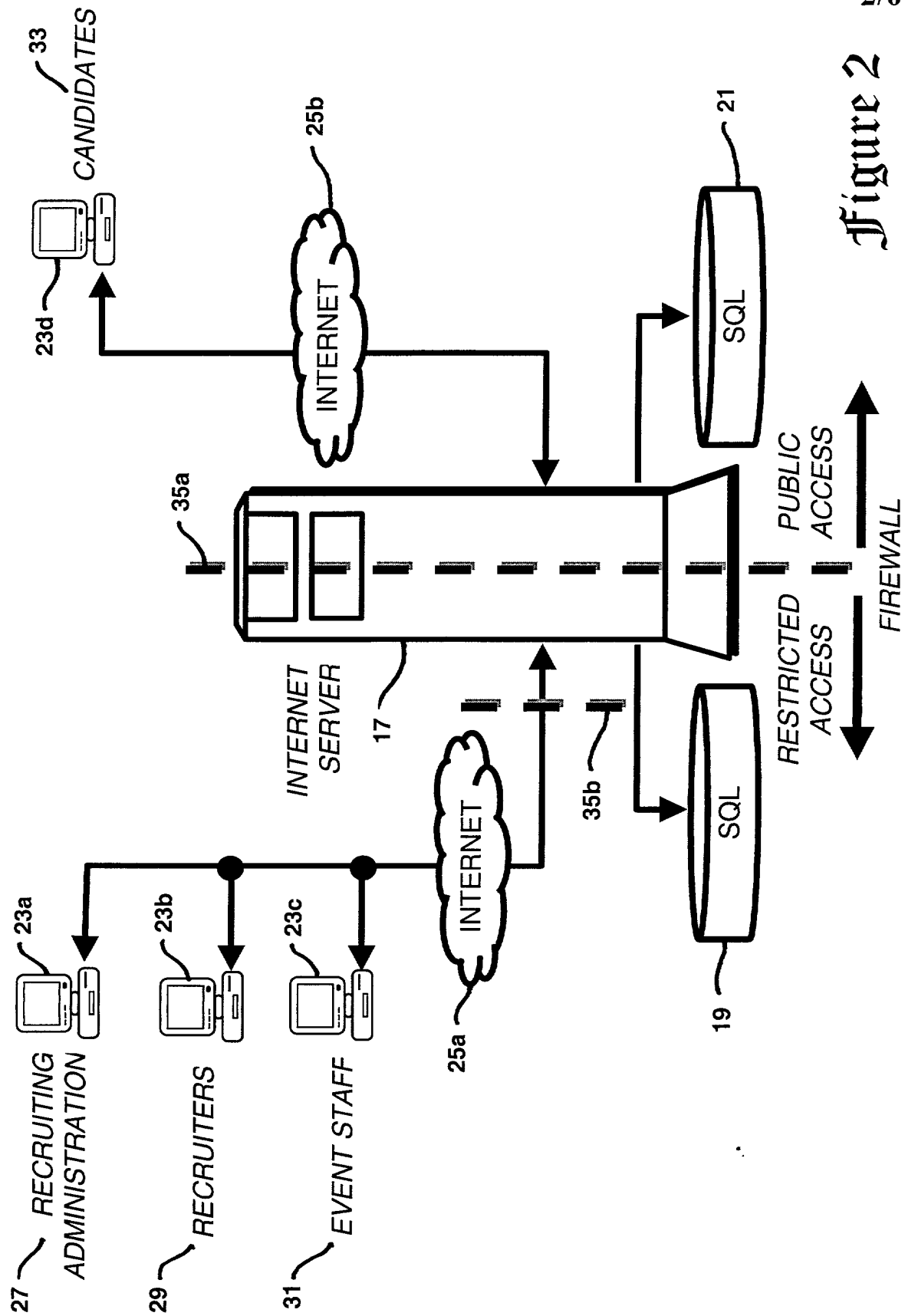


Figure 2

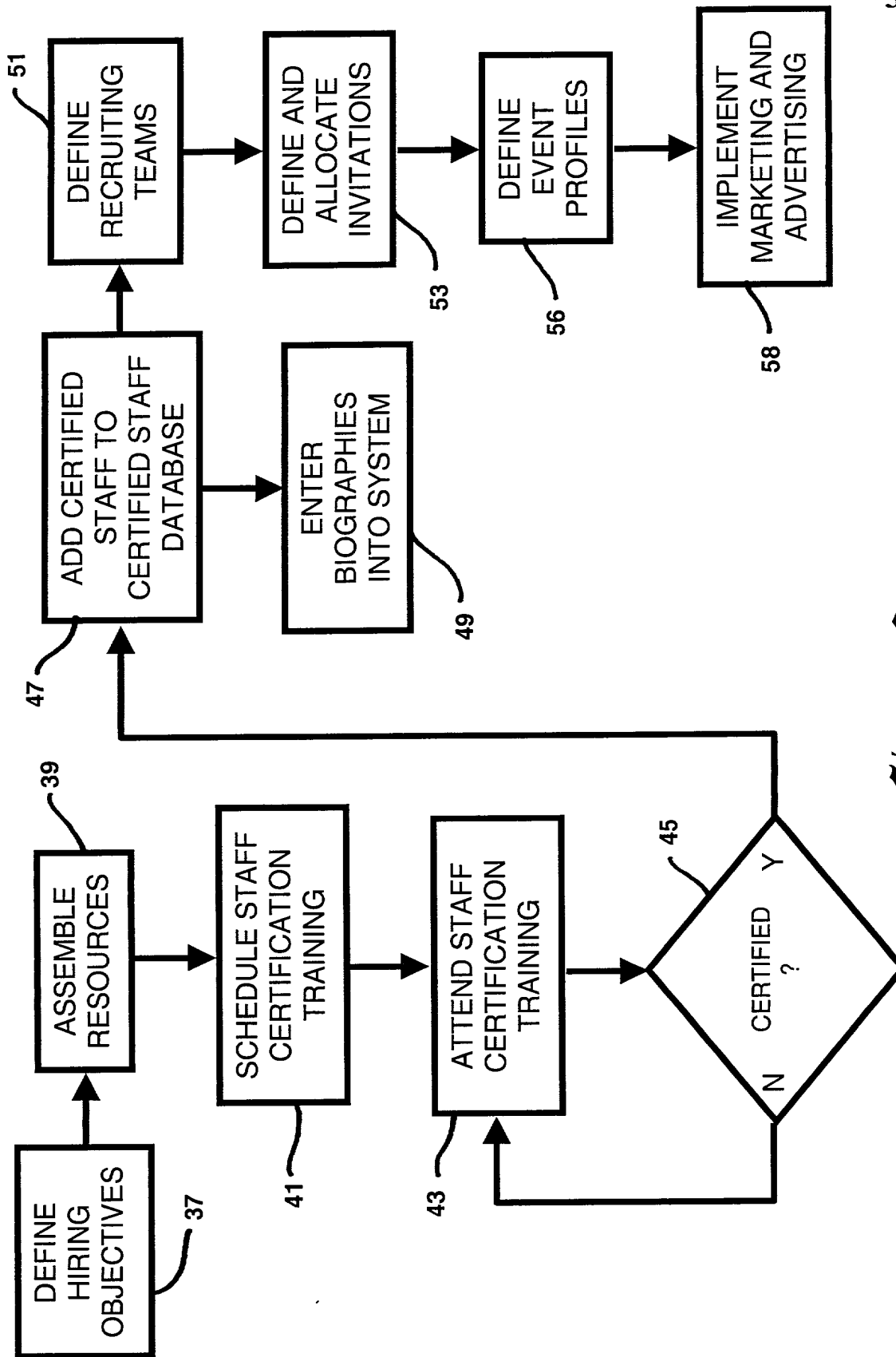


Figure 3

Targets/Placements		44	46	48	50
1215/adadasd/Process Leadership		Target	Projected	Defined	Invited
1215/1384/Accounting	1	0	0	0	0
1215/1491/Accounting	4	0	0	0	0
1216/adadasd/Ford Land		Target	Projected	Defined	Invited
1216/1360/Accounting	1	0	0	0	0
1216/1361/Accounting	1	0	0	0	0
1216/1421/Accounting	4	0	0	0	0
1216/1422/Accounting	65	0	0	0	0
1216/1425/Accounting	65	0	0	0	0
1216/1428/Accounting	4	0	0	0	0
1217/adadasd/Ford Land		Target	Projected	Defined	Invited
1217/1416/Accounting	4	0	0	0	0
1217/1417/Accounting	4	0	0	0	0
1217/1418/Accounting	2	0	0	0	0
1217/1419/Accounting	4	0	0	0	0

42

Figure 4

40

54 →

## Recruiting Certification Management

Name	Training Date	Course Code	Course Description	Completion Date	Test Score
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			
Select a Name	▼	Select a Course Code ▼			

55

57

59

61

63

To Send e-mail to newly certified person with pass/fail information click on send button

Send

Save

Delete

Figure 5

## View Training Information

73

Select Name	All Names	Select Organization	All Results
Select Course Code	All Course Codes	Select Result	
Select Division		Training Date Range	To
Certification Date Range	To		

Search PrintReport

64

Figure 6

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## Add User Profile

The Information you enter on this is used to match qualified Ford Interviewers/Assessors/Mentors and Buddies with candidates at on-site Recruiting Events based on similar background data and interests and/or to display your user profile on <http://mycareer.ford.com>. Please provide short biography. If you check the approval box, your biography and picture may be posted on the Ford Internet web site to provide potential employees a view of the people at Ford.

Name	Keller, A. J. (Anne)		
Last Name	Keller	First Name	Anne
Phone	1-313-8453467	Email	akeller@ford.com
Organization	HR	Division	ER
Designation	Process Specialist		

77

Function	Human Resources	89
Gender	Female	91
School 1	Alaska Bible College	
School 2	Select a School	
School 3	Select a School	
Highest Level Education	Bachelors	
Are you a member of the following	No FRGC	97
	Ford Asian Indian Association	

Race	White	93
Major 1:	Business-Accounting	1985
Major 2:	Select a Major	
Major 3:	Select a Major	
Leadership Level	GSR	

95

Figure 7

8/67

### Recruiting Teams Information

Select School or Professional Organization Arizona State University 101

*Add New Team Member*

Select Name 103

Add

Name	CDS	Training Certification Date	Certification Description	Function	Role
<input type="checkbox"/> De Pena, Juan	JDEPENNA	8/27/00	Recruiter and Assessor Certification	<span style="border: 1px solid black; padding: 2px;">Product Development</span>	<span style="border: 1px solid black; padding: 2px;">Recruiter</span>
<input type="checkbox"/> Merchak, Daniel	dmrchak			<span style="border: 1px solid black; padding: 2px;">Marketing and Sales</span>	<span style="border: 1px solid black; padding: 2px;">Recruiter</span>
<input type="checkbox"/> Kory, Josef	jkory			<span style="border: 1px solid black; padding: 2px;">Marketing and Sales</span>	<span style="border: 1px solid black; padding: 2px;">Recruiter</span>
<input type="checkbox"/> Menden, Marc	mmenden			<span style="border: 1px solid black; padding: 2px;">Purchasing</span>	<span style="border: 1px solid black; padding: 2px;">Recruiter</span>
<input type="checkbox"/> Flynn, William	wflynn			<span style="border: 1px solid black; padding: 2px;">Marketing and Sales</span>	<span style="border: 1px solid black; padding: 2px;">Recruiter</span>

Save
Delete

105

107

Figure 8



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**Add Silver Bullet User**

Silver Bullet User	111
Recruiting Method	113
Recruiting Season	115
Function	117
Class	119
Campus	121
Diversity Event	123
Number of Bullets	125
Hiring Target	127
Bullet Expiration Date	(mm/dd/yyyy)

129

Save Reset

109

Figure 9

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## School Information Management

Select School Name

Select Rams's Name

State Location

Functions: ☐ Finance ☐ Ford ☐ MS&S ☐ Process Leadership

☐ Purchasing ☐ Credit ☐ Human Resources ☐ Manufacturing Development

Do we recruit Co-op for Engineering or Business? ☐ Engr

Is this a predominantly minority school? ☐ Women ☐ Black ☐ Native American ☐ Hispanic ☐ Asian ☐ Other Minority

Ford School Classification ☐ Strategic ☐ Specialty ☐ "At-Large"

Gourman Rankings

School Code

Figure 10

11/67

School Contacts Information									
		Select School Name		146					
159 Business School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name	147	Name		Name		Name		
	Title	149	Title		Title		Title		
	Phone	151	Phone		Phone		Phone		
	Fax	153	Fax		Fax		Fax		
	E-mail	155	E-mail		E-mail		E-mail		
	Address	157	Address		Address		Address		
161 Engineering School	Undergrad Placement Director			Graduate Placement Director			Dean		
	Name		Name		Name		Name		
	Title		Title		Title		Title		
	Phone		Phone		Phone		Phone		
	Fax		Fax		Fax		Fax		
	E-mail		E-mail		E-mail		E-mail		
	Address		Address		Address		Address		

Figure 11

145

12/67

**Professional Organization Information**

163

165

167

169

171

Professional Organization select a professional Organization

Main Office Location select a state Recruiting Office Contact

Ford Resource Group Connection

Target Audience Description

Ford Fund Sponsored ☐ Yes ☒ No

Select associated group(s): ☐ Women ☐ Black ☐ American Indian/Alaskan Native

☐ Hispanic ☐ Asian/Pacific Islander ☐ Unknown

Does this target a specific academic group?

☐ Finance ☐ Ford Land ☐ MS&S ☐ Process Leadership ☐ Purchasing

☐ Ford Credit ☐ Human Resources ☐ Manufacturing ☐ Product Development

**Contact Information**

Name	Name
Title	Title
Phone	Phone
Fax	Fax
E-mail	E-mail
Address	Address

SAVE RESET

Figure 12

## Add Activity

Select the Type of Activity to Add: ☒ Campus Interview ☐ Professional Organization Activity ☐ Campus Activity

Select a School:  175  181

Select Activity Classification:  177  183

Activity Description:  179  183

Activity Planner Name:  Keller, Anne  181

Activity Date:  (mm/dd/yyyy)

**Required for Campus Interview**

Select Recruiter Name:  187

Type of Job:  185  189  193  195

Student Type:  191  195

Duration:  187

Schedule Type:  193

Job Description:  195

**Required for Prof. Organization Activity**

Academic Group:  197  199

Location Address:  197  199

Activity Location:  197  199

State/Share:  197  199

Postal Code:  197  199

**Required for Campus Activity**

Specify Target Academic Groups:  201

**Event Profile**

Event Name:  204

Start Date:    206

End Date:    208

---

Select Requests:

210

212

Description:

203

Next

Figure 14

15/67

**Edit Master Requisition**(page 1 of 12)

**Step 1: Enter name, target, function, career**

**Requisition Number:**  
USAM01D 303

**Requisition Name:**  
Product Development F 305

**Creation Date:**  
8/28/00 309

**Type:**  
Technical 313

Select the Company and Function for this requisition:

**Company:**  
Ford Motor Company 317

Select the Career that best matches the position being filled:

**Career:**  
Engineering 321

**Creator:** akeller  
**Date Created:** 9/26/00 2 11:42 PM

**Target:**  
234 307

**Expire Date:**  
8/28/01 311

**Employee Class:**  
Ford College Graduate 315

**Function/Business Unit:**  
Product Development 319

**Recruiting Account Manager:**  
Lank, Michael (mlank) 323

301

Figure 15

**New Master Requisition (Req No1122)(page 2 of 12)**

**Step 2:Enter Abstract**

The abstract allows 500 characters and is a very brief description presented to the website user on the job matching screen just beneath the job title.  
The Master Req. is a guideline that can be edited at the Sub Req. level.

**Not used at this time.**

**Enter Description**

The job description allows 2000 characters and provides substantive detail about the position and is available to the website user as s/he selects the link to the job on the job matching screen.  
The Master Req. is a guideline that can be edited at the Sub Req. level.

**Enter the job description.**

**Use html codes for paragraphs <P> and line breaks <BR>.**

Figure 16



New Master Requisition (Req No1122)(page 3 of 12)

Step 3: Select Default Component

You must now select default matching and scoring criteria for this Master Requisition, these values will be used as defaults only.

You must first select a default component. This component will be used for scoring purposes if a candidate is associated with this Master Requisition but has not chosen a specific Sub-Req (component).

Component:

Body Engineering

331

333

Figure 17

18/67

**Edit Master Requisition (Req No1042)**(page 4 of 12)

**Step 4: Edit Default Matching Criteria --> Basic Matching Information**

Select the choice(s) that best match the position being filled

**Level of Responsibility (one or more):**

337

Co-op  
Early Professional (< 2 years)  
Experienced Professional (> 5 years)  
Internship  
Manager  
Professional (2 and 5 years)

**Salary Grade Minimum:**

339

Salary Grade 4  
Salary Grade 5  
Salary Grade 6  
Salary Grade 7  
Salary Grade 8  
Salary Grade 11 6

**Hiring Location(s) (one or more):**

343

Alabama  
Alaska  
Arizona  
Arkansas  
California  
Colorado

**Salary Grade Maximum:**

341

Salary Grade 4  
Salary Grade 5  
Salary Grade 6  
Salary Grade 7  
Salary Grade 8  
Salary Grade 11 6

Figure 18

## Step 5: Edit Default Matching Criteria -&gt; Education and Certifications

Select the degrees and field of study that are most relevant to the position being filled

Degree

Field of Study

Candidate  
RequirementDate  
Completed

Associates Degree ~ 347

Accounting ~ 349

Minimum Requirement ~ 351

9/29/00

ADD TO LIST

BACK

NEXT

Degree	Field of Study	Candidate Requirement	Date Completed	Delete
BS	Chemistry	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Chemistry	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Electrical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Electrical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Mechanical	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Mechanical	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Engineering - Aeronautical/Aerospace	Minimum Requirement	8/28/01	<input type="checkbox"/>
MS	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
Doctorate	Engineering - Aeronautical/Aerospace	Highly Desirable	8/28/01	<input type="checkbox"/>
BS	Materials Science and Engineering	Minimum Requirement	8/28/01	<input type="checkbox"/>

345

Figure 19

19/67

20/67

**Edit Master Requisition(Req No1042)** (page 6 of 12)

**Step 6:Edit Default Matching Criteria-> Certifications/Concentrations**

Certification/Concentration	Candidate Requirement
Concentration in Information Systems 357	Not Important 359

ADD TO LIST

BACK NEXT

Certification/Concentration	Candidate Requirement	Delete
		DELETE

355

Figure 20

359

Undergraduate GPA

361

Graduate GPA

Minimum

3.0-3.4

Desirable

Not relevant

Highly Desirable

3.5-4.0

363

Not relevant

365

3.5-4.0

BACK

NEXT

359

Undergraduate GPA

361

Graduate GPA

Minimum

3.0-3.4

Desirable

Not relevant

Highly Desirable

3.5-4.0

363

Not relevant

365

3.5-4.0

BACK

NEXT

359

Undergraduate GPA

361

Graduate GPA

Minimum

3.0-3.4

Desirable

Not relevant

Highly Desirable

3.5-4.0

363

Not relevant

365

3.5-4.0

BACK

NEXT

Figure 21

22/67

**Step 8-Edit Default Matching Criteria-> Background and Relocation Information**

Required Status with regard to employment in the United States. Indicate all options for non US Citizens / non Permanent residents

- ☐ Specialty Occupation (H1-B)  
☐ Student Visa with Practical Training (F-1)  
☐ Exchange Visitor (J-1)  
☐ Extraordinary Ability (O)  
☐ Canadian Professional (TN-1)

**Candidates for these positions should be / have :**

Need to be willing to accept assignment(s) in a Ford production facility

Need to be willing to accept assignment(s) in a Ford distribution facility

Need to be willing to live overseas for several years

Need to be willing to live and work in Southeastern Michigan upon acceptance of a job offer from Ford Motor Company

Need to be willing to live and work in Southeastern Michigan at some point in my career

Need to be willing to relocate within the US as required by my job

Need to be willing to travel internationally

Need to be willing to travel domestically

Need to be willing to travel extensively

Need to be willing to live and work in locations outside of Southeastern Michigan.

My proficiency in English can be described as:

Fluency in a language other than English (indicate language)

Indicate language

371

Not Important	Yes <input type="radio"/> No <input type="radio"/>
Not Important	Yes <input type="radio"/> No <input type="radio"/>
Not Important	Yes <input type="radio"/> No <input type="radio"/>
Minimum Requirement	Chinese
Minimum Requirement	French
Desirable	German
Highly Desirable	Hindi
Highly Desirable	Yes <input type="radio"/> No <input type="radio"/>
Desirable	Yes <input type="radio"/> No <input type="radio"/>
Desirable	Yes <input type="radio"/> No <input type="radio"/>
Fluent in writing and speaking	Chinese
	French
	German
	Hindi
	Yes <input type="radio"/> No <input type="radio"/>
	Yes <input type="radio"/> No <input type="radio"/>

I have attended school outside the United States.

I have held a job in which I lived outside the United States.

Figure 22

23/67

**Step 9: Edit Default Technical Skills and Knowledge for Moderate Level of Proficiency**

	Candidate Requirement
Acoustics	Desirable
Aerodynamics	Minimum Requirement
Alternate Fuel Technology	Highly Desirable
Analytical Software Package (e.g. Matlab, IDEAS)	Desirable
Assembly, body construction	Not Important
Battery technology	Desirable
Body engineering	Desirable
Brake Systems	Desirable
Calibration	Highly Desirable
Chassis engineering	Highly Desirable
Climate Control	Desirable

375

373

371

Figure 23

**Edit Master Requisition(Req No1042)** (page 10 of 12)

**Step 9: (Continued) Edit Default Technical Skills and Knowledge for High Level of Proficiency**

	Candidate Requirement
Acoustics	Not Important
Aerodynamics	Minimum Requirement
Alternate Fuel Technology	Highly Desirable
Analytical Software Package (e.g. Matlab, IDEAS)	Desirable
Assembly, body construction	Not Important
Battery technology	Not Important
Body engineering	Not Important
Brake Systems	Not Important
Calibration	Not Important
Chassis engineering	Not Important

379

381

Figure 24

377



Step 10:Edit Default Candidate-> Experiences

Experience	Candidate Requirement
Need to be a member of AFS	Not Important
Need to be a member of ASME	Minimum Requirement
Need to be a member of ISEE	Highly Desirable
Need to be a member of SAE	Desirable
Need to be a member of SEE	Not Important
Need to be currently working to complete an advance degree (post-bachelors)	Not Important
Need to be or have been a member of a national honor society	Highly Desirable
Need to be or have been an officer of a school or community club or group	Highly Desirable
Need to be or have been an officer of a sorority/fraternity	Highly Desirable
Need to be or have been president of a school or community club or group	Not Important
Need to enjoy maintaining/working on my own car (e.g., preventive maintenance, body work, changing oil, enhancing performance)	Highly Desirable
	Not Important

Figure 25

384

386

388

**Edit Master Requisition(Req No1042)(page 12 of 12)**

**Step 11:Enter Unique Qualifications**

Enter up to 5 unique questions that you would like candidates applying for these positions to answer:

385

**ADD TO LIST**

Figure 26

383

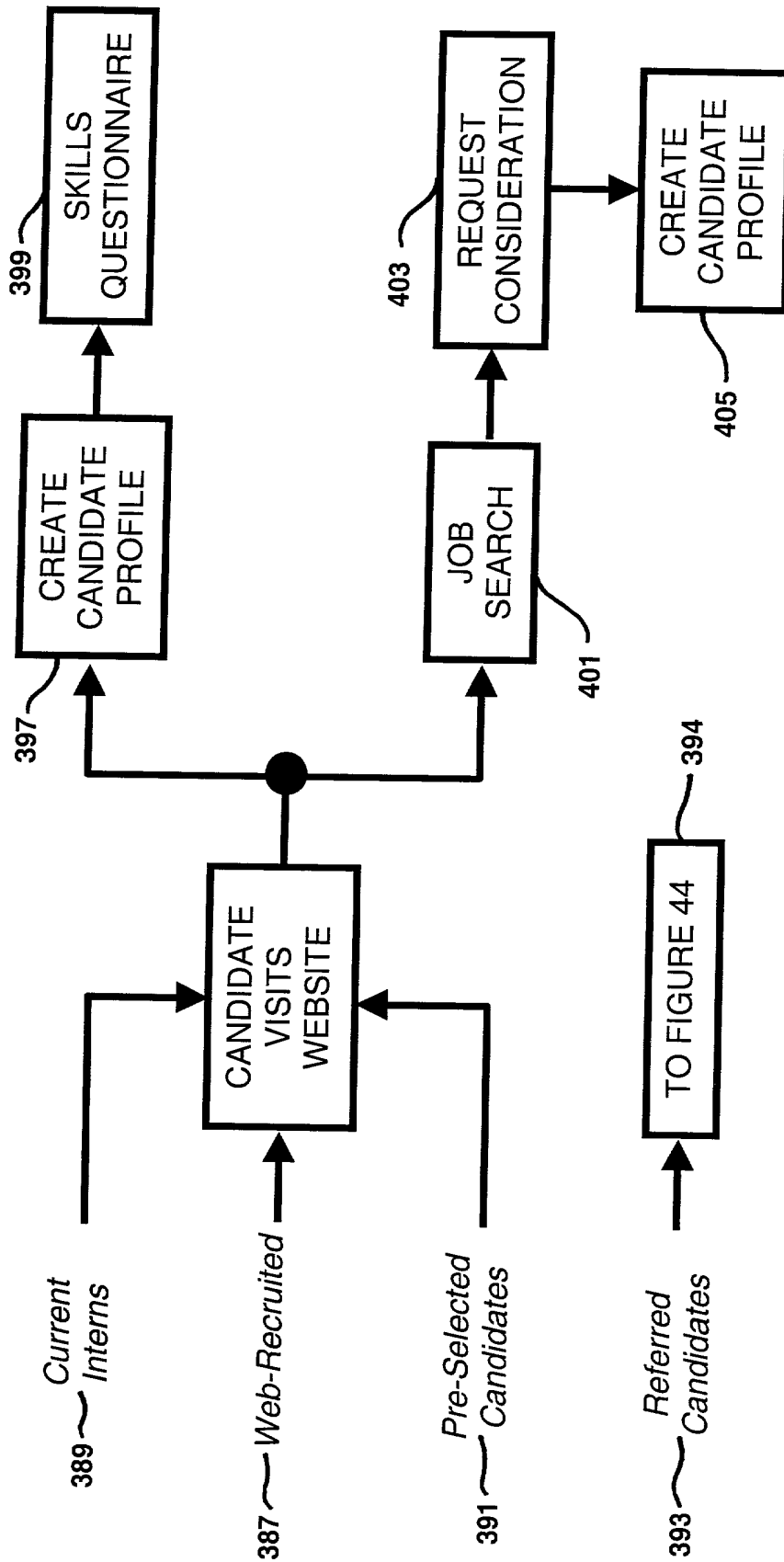
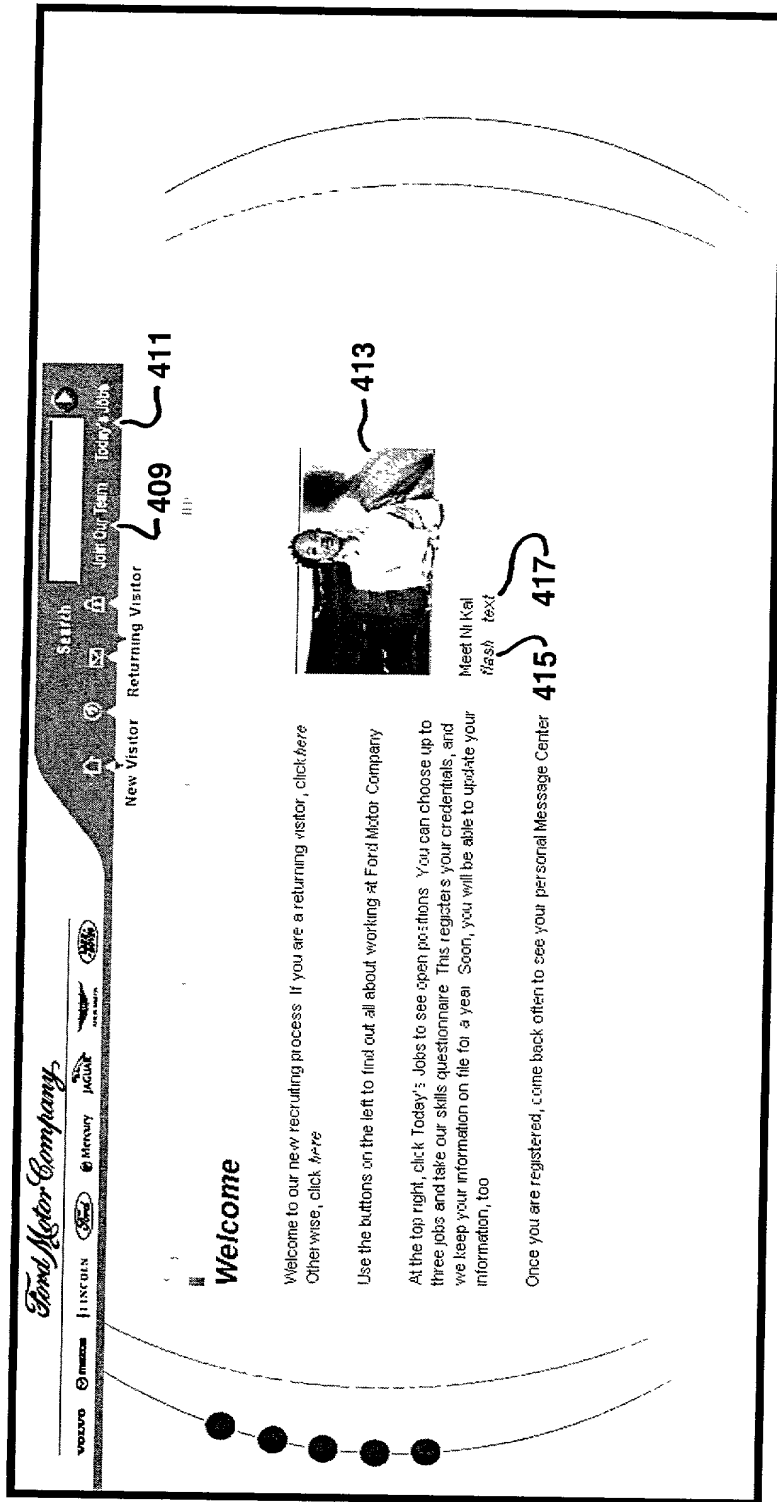


Figure 27

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407

Figure 28

29/67

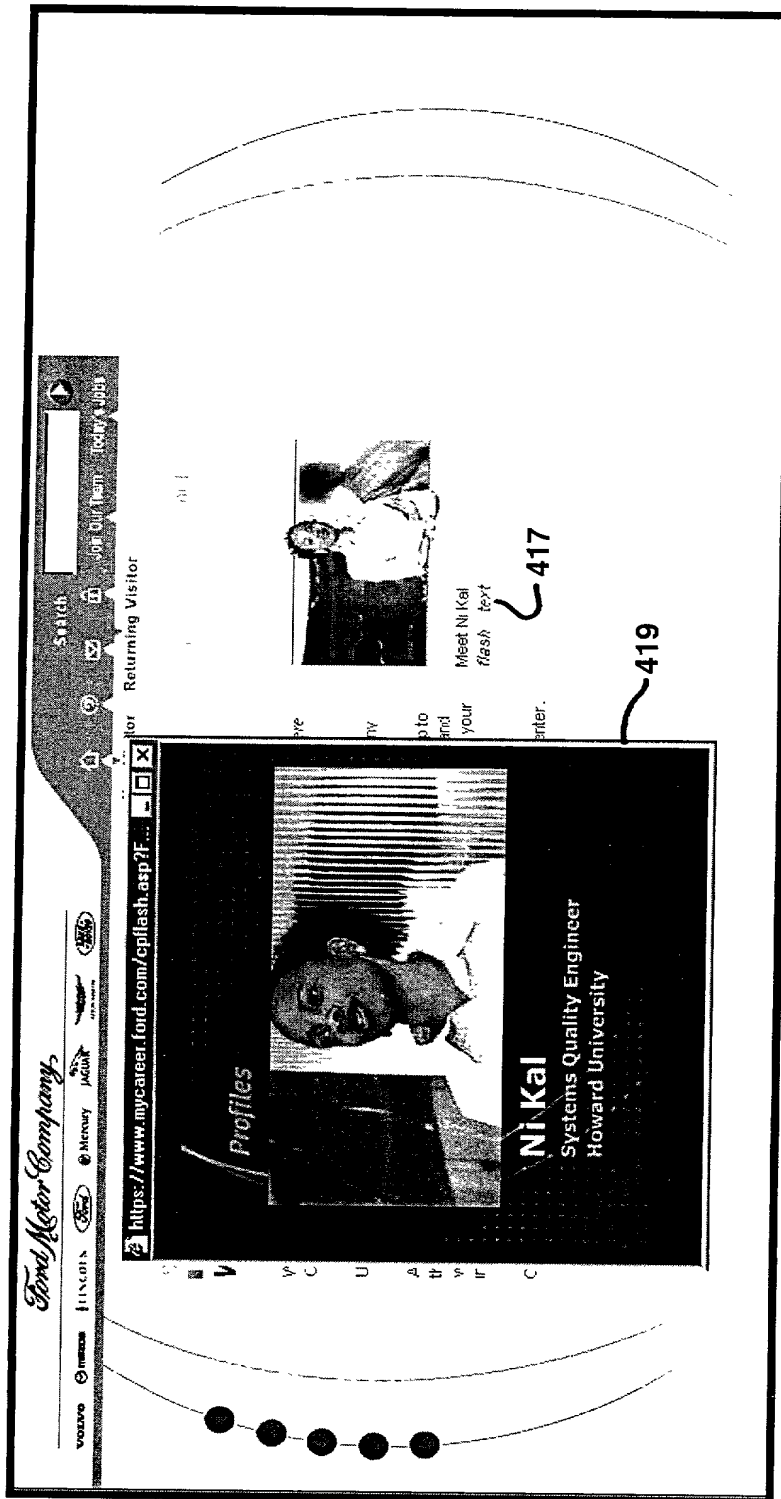


Figure 29

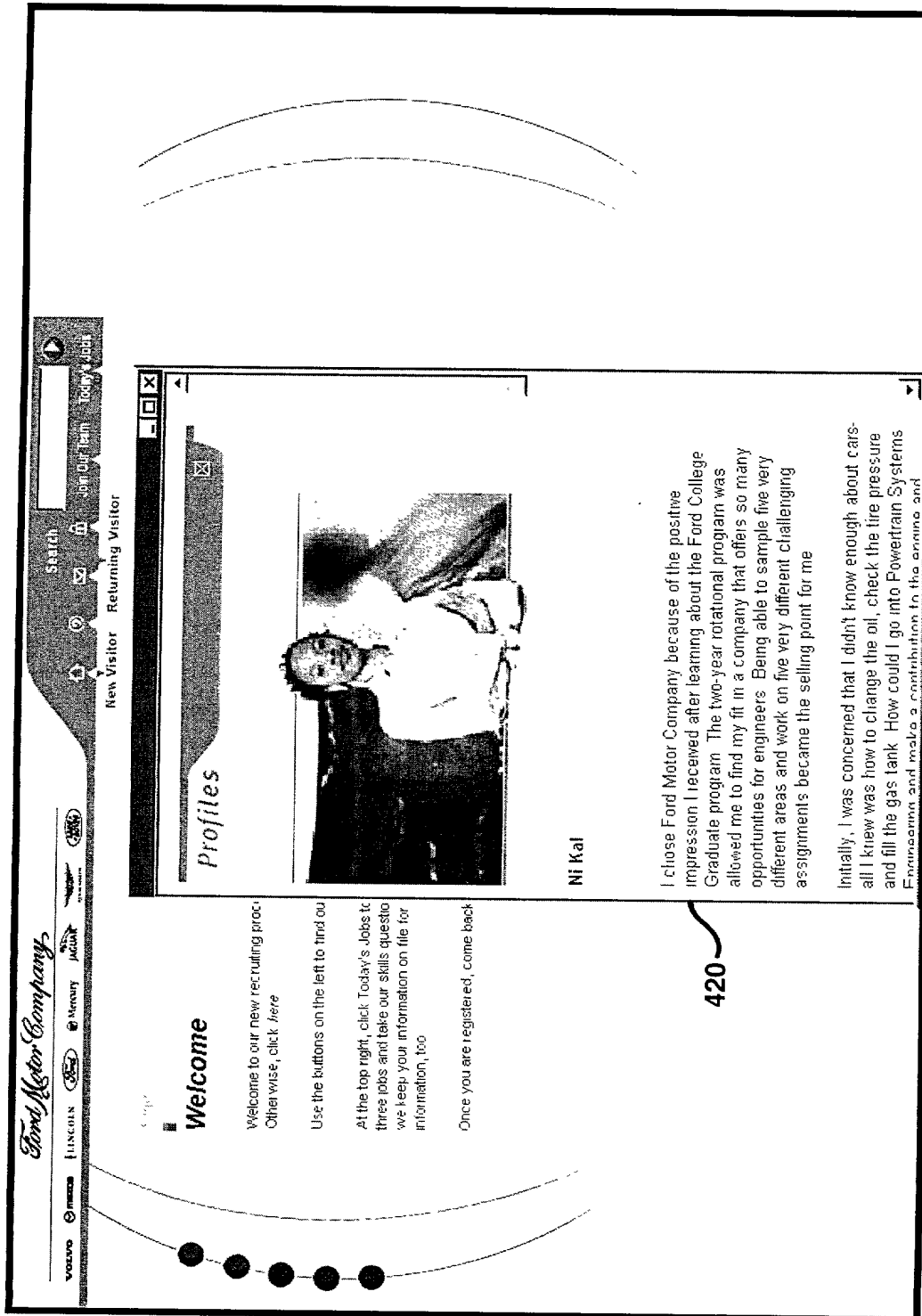


Figure 30

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**Ford Motor Company**  
 VOLVO LINCOLN MERCURY JAGUAR

Search  [Join Our Team](#) [Today's Jobs](#)

**Join Our Team**

We're flexible—you can choose how to work with our site

Option one you can search Today's Jobs for openings that are right for you  
 Use our search tool to tell us which jobs interest you

Option two you can enter your credentials and let us do the search. Set up an account, choose your career preference and fill out a skills questionnaire. Then we'll contact you if your credentials match one of our openings

By choice, we are an equal opportunity employer committed to a culturally diverse workforce

Meet Gary  
*flash text*

**\*Your E-mail Address**  **421**  
 (for career correspondence)

**\*Pick a password** (at least 6  **423**  
 chars)

**\*Confirm your password**

Just in case you ever forget your password, enter a secret question and answer here. It should be easy for you to remember and hard for anyone else to guess. If you forget your password, we'll ask you your question, if you answer it correctly, we'll let you change your password

**\*Secret question**

**\*Secret answer (one word)**

[next >](#)

**About the questionnaire**

The questionnaire helps us understand how closely you fit our needs, before we invite you to complete an employment application. The questions take about 30 minutes, but you don't have to complete them all at once. You can stop and come

Figure 31

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The screenshot shows a web browser window with the Ford Motor Company logo and navigation links (VOLVO, JAGUAR, LINCOLN, FORD, MERCURY, PONTIAC) at the top. A search bar and 'Save & Logout' link are on the right. The main content area is titled 'Contact Information' and includes a sub-header 'Please provide this information'. The form fields are organized into two columns: 'Name' (First, Initial, Last) and 'Address' (Street, City, State, Zip). A 'Phone' field is at the bottom left, and a 'next' link is at the bottom right. A large bracket labeled '425' spans the 'Address' and 'Phone' sections. A small image of a car wheel is on the left, and a 'Meet Gary' flash text box is on the right.

**Contact Information**

Please provide this information

**Name**

\*First

Initial

\*Last

**Address**

\*Street

\*City

\*State  Please Choose  Zip

\*Phone

[next](#)

425

Meet Gary  
flash text

Figure 32



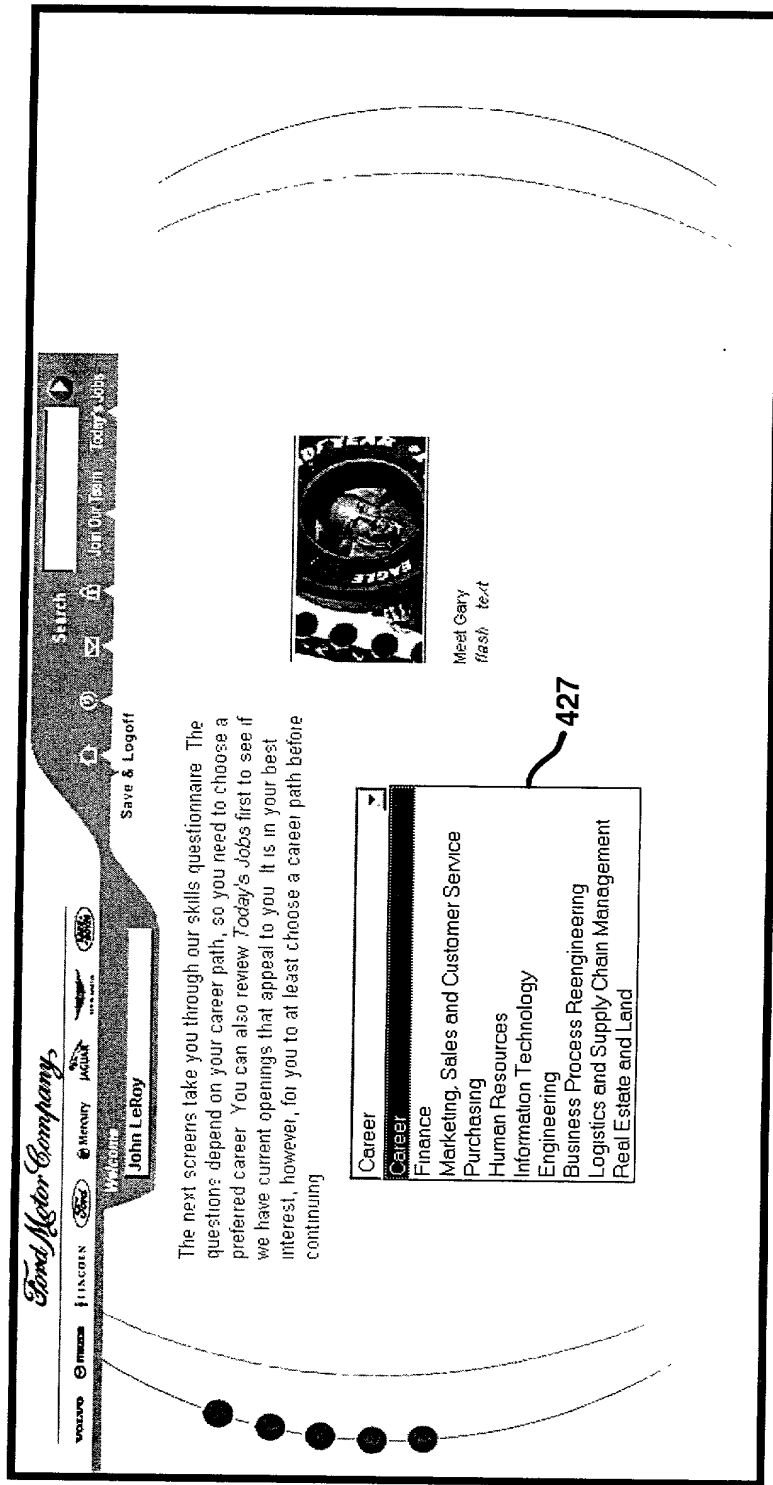


Figure 33

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The screenshot displays a web browser window with the Ford Motor Company logo and navigation links (VOLVO, HINCOIN, Mercury, Ford) at the top. A search bar and 'Save & Logout' button are visible. The main content area is titled 'Educational Background' and includes a sub-header 'Please enter up to three degrees and certifications, with the actual or expected completion date'. The form contains several dropdown menus: 'Select a Country' (United States), 'Select a State' (New York), 'Select a School' (SU of NY at Buffalo), 'Select a Major' (Engineering - Any Type), and 'Select a Degree' (BS). A 'Completion (or Expected) Date' field shows '01/1997 (MM/YYYY)'. A 'next' button is located at the bottom right of the form. A small image of a globe is positioned above the form fields. A large bracket on the right side of the form indicates a total of 429 items.

**Ford Motor Company**

VOLVO HINCOIN Mercury Ford

Search [ ] Save & Logout

### Educational Background

Please enter up to three degrees and certifications, with the actual or expected completion date

Select a Country: United States

Select a State: New York

Select a School: SU of NY at Buffalo

Select a Major: Engineering - Any Type

Select a Degree: BS

Completion (or Expected) Date: 01/1997 (MM/YYYY)

[next](#)

429

Figure 34

**Ford Motor Company**

VOLVO LINCOLN MERCURY FORD

SEARCH [ ] JOIN OUR TEAM BUY A JOB

SAVE & LOGOFF

WELCOME John LeRoy

Using the scale below, rate the number of times you have personally engaged in the following behaviors. You may be asked to provide additional information about these experiences later.

	never	1 or 2 times	3 to 5 times	6 to 9 times	10 + times
seeking diverse opinions to help in decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
structuring a work team so that it was comprised of diverse team members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
choosing to work with people of diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in situations requiring extensive contact with people from different backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working in a team with individuals for whom English was not a first language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
spending time studying another culture to facilitate your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
encouraging the open sharing and discussing of ideas among coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
working closely with people from other cultural backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Meet Pax flash text

430

## Figure 35

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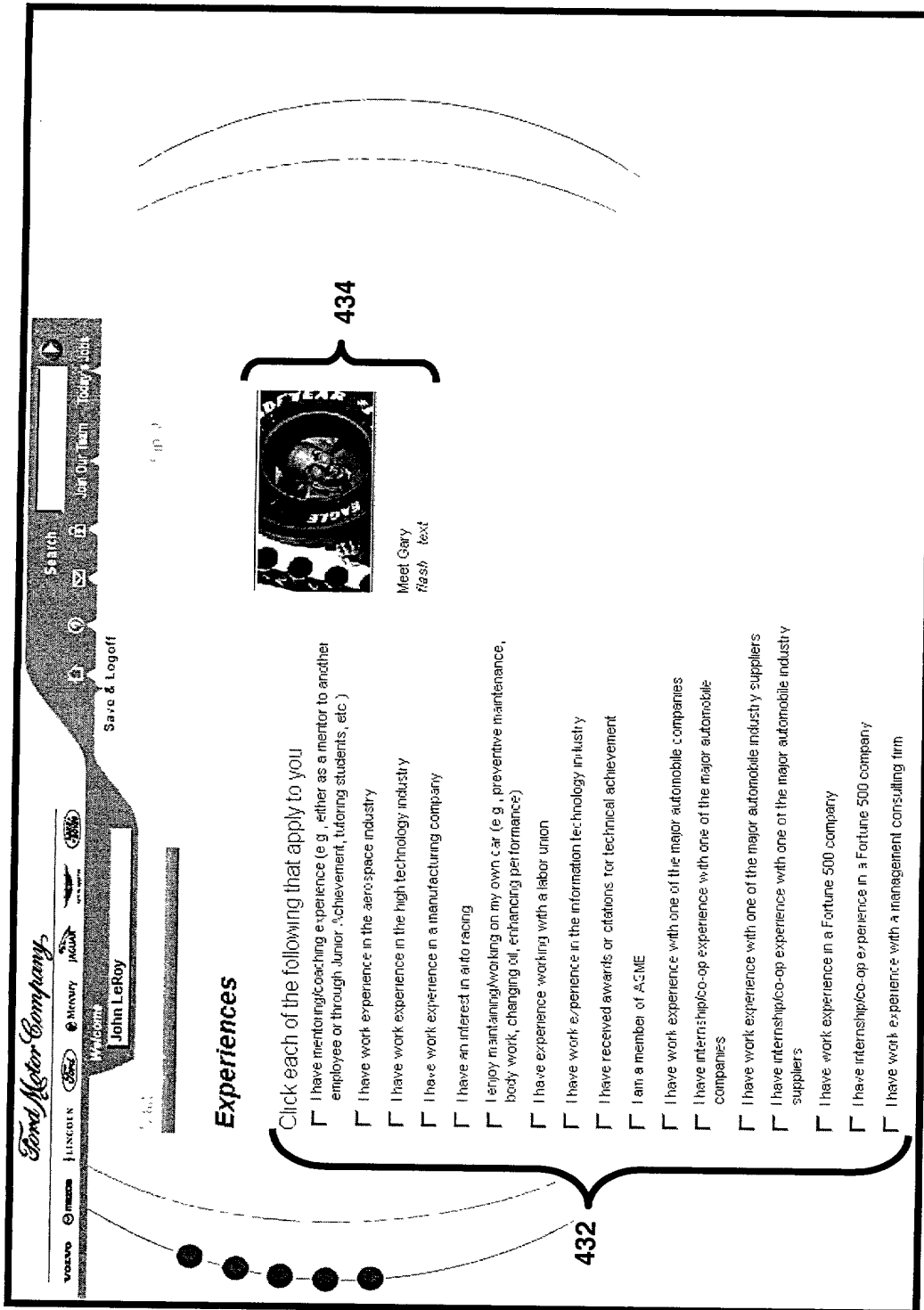


Figure 36

**Ford Motor Company**

Search

John LeRoy Save & Logout

### Job Search

Welcome to our job bank.

Answer one or more of these questions and let us show you jobs that match your interests. The more you tell us, the more targeted the search. You can come back to this screen again and again to refine your list of jobs. Go ahead and explore!

On later screens, you can tell us about relevant skills and experiences. Our skills questionnaire takes about 30 minutes. Then, if you match our immediate needs, we'll contact you, otherwise we keep your information on file.

**What is your preferred...**

Career Area  433

Specialty  435

Experience Level  437

Job Type  439

Salary  441

State(s)  443

Alabama  
Alaska  
Arizona

**Tell us about your education...**

445 { Degree  Major   
Completion (or expected) date 01/1950 (MM/YYYY)  
Degree  Major   
Completion (or expected) date 01/1950 (MM/YYYY)  
Degree  Major   
Completion (or expected) date 01/1950 (MM/YYYY)

I'm ready to see my search results. My connection is [test](#) [slow](#)  
fast requires flash plugin available from [Macromedia](#)

Figure 37

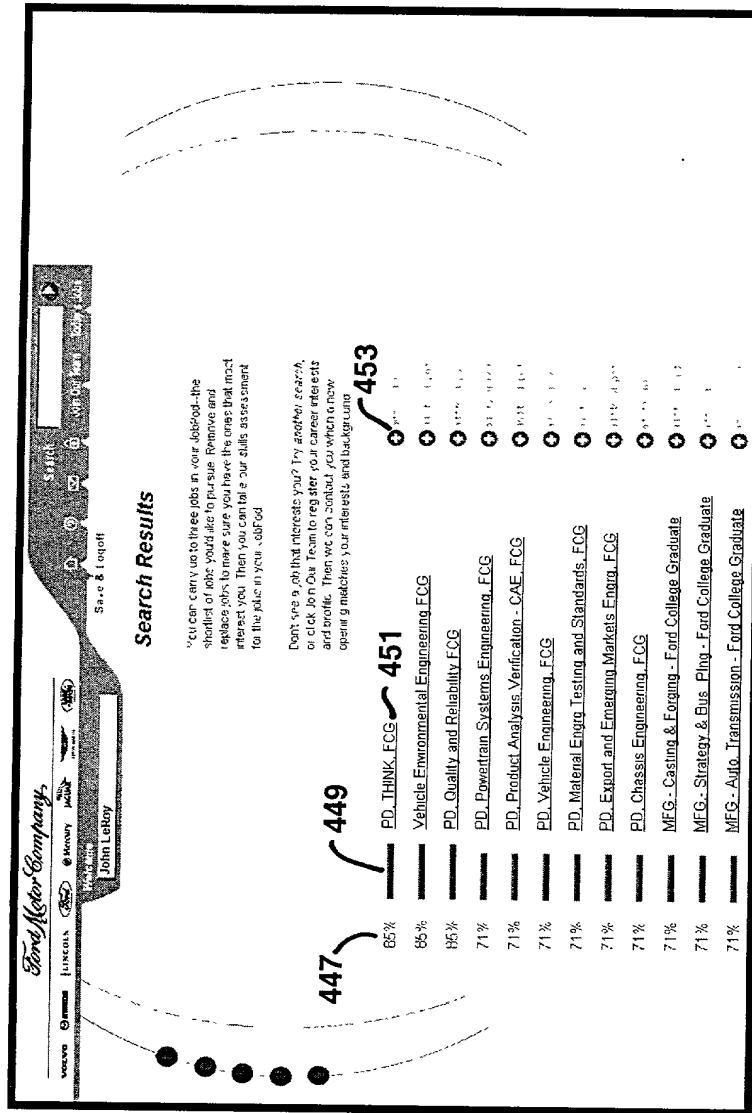


Figure 38

**Engineering Career (DSR)**

Ford Company > Ford Function > Ford Component  
 Ford Motor Company>Manufacturing — 433

**435** Job Details  
 Requirements vary by manufacturing function, but your passion for the job and for working with Ford Motor Company are a definite plus. We value your technical expertise, papers published or presented, and other contributions to your field. Relevant work experience and internships, membership in professional organizations, patents or significant technology awards, and familiarity with Computer-Aided Engineering (CAE) are helpful. So are leadership experience, community service and participation in extra-curricular technology activities like Formula SAE projects.

**437** Level(s) of Responsibility  
 Early Professional (< 2 years)

**439** Hiring Location(s)  
 Georgia  
 Illinois  
 Indiana  
 Kentucky  
 Michigan  
 Minnesota  
 Missouri  
 New Jersey  
 New York  
 Ohio  
 Virginia

**441** Education Preference  
 Field of study  
 Engineering – Electrical  
 Engineering - Any Type  
 Engineering - Any Type  
 Employment Type  
 Ford College Graduate  
 Degree  
 BS  
 BS  
 MS

**443** Desired Skills & Knowledge  
 Microsoft Word (or equivalent)  
 Microsoft Outlook (or equivalent)  
 Chassis engineering  
 Final assembly, trim, chassis  
 Engine design  
 Process engineering  
 Sheet metal work  
 Statistical process control  
 Tool and die

Figure 39

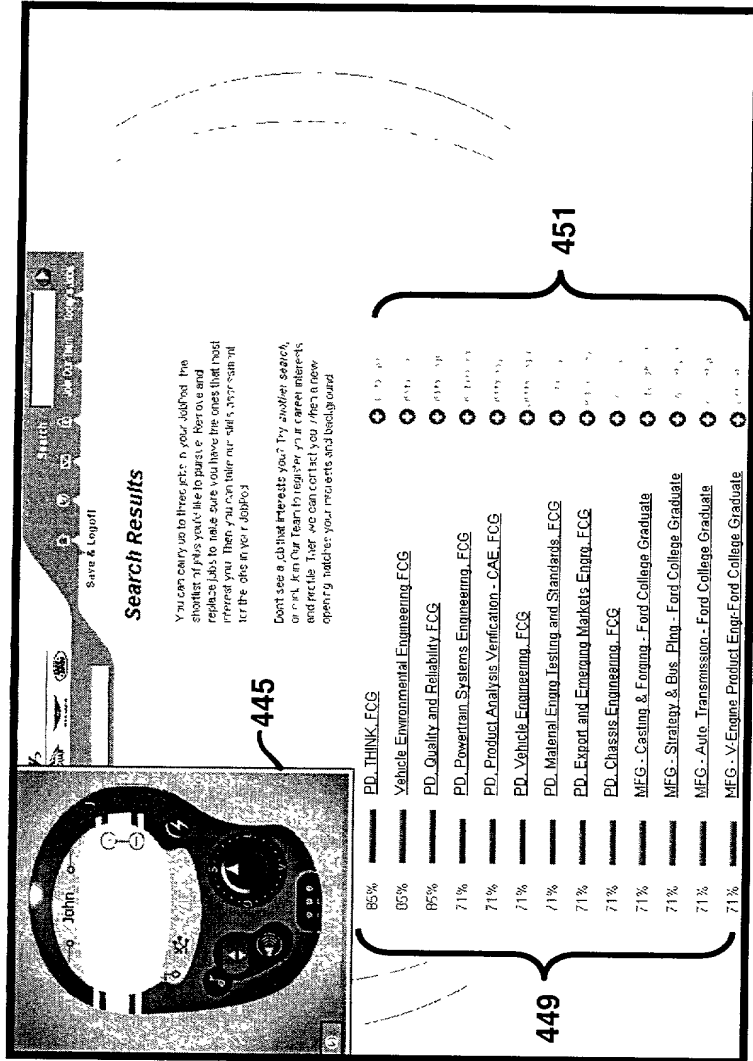
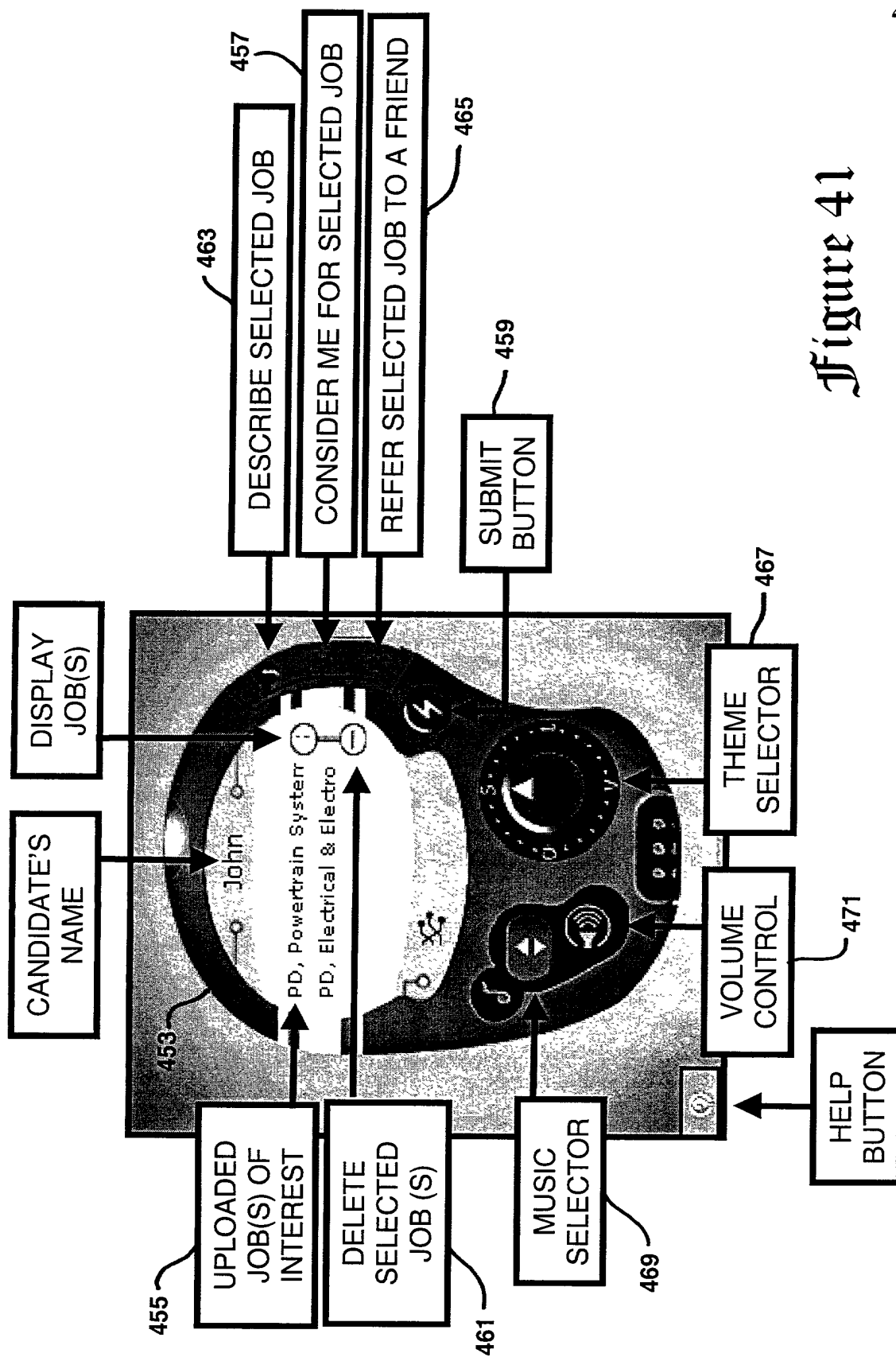


Figure 40





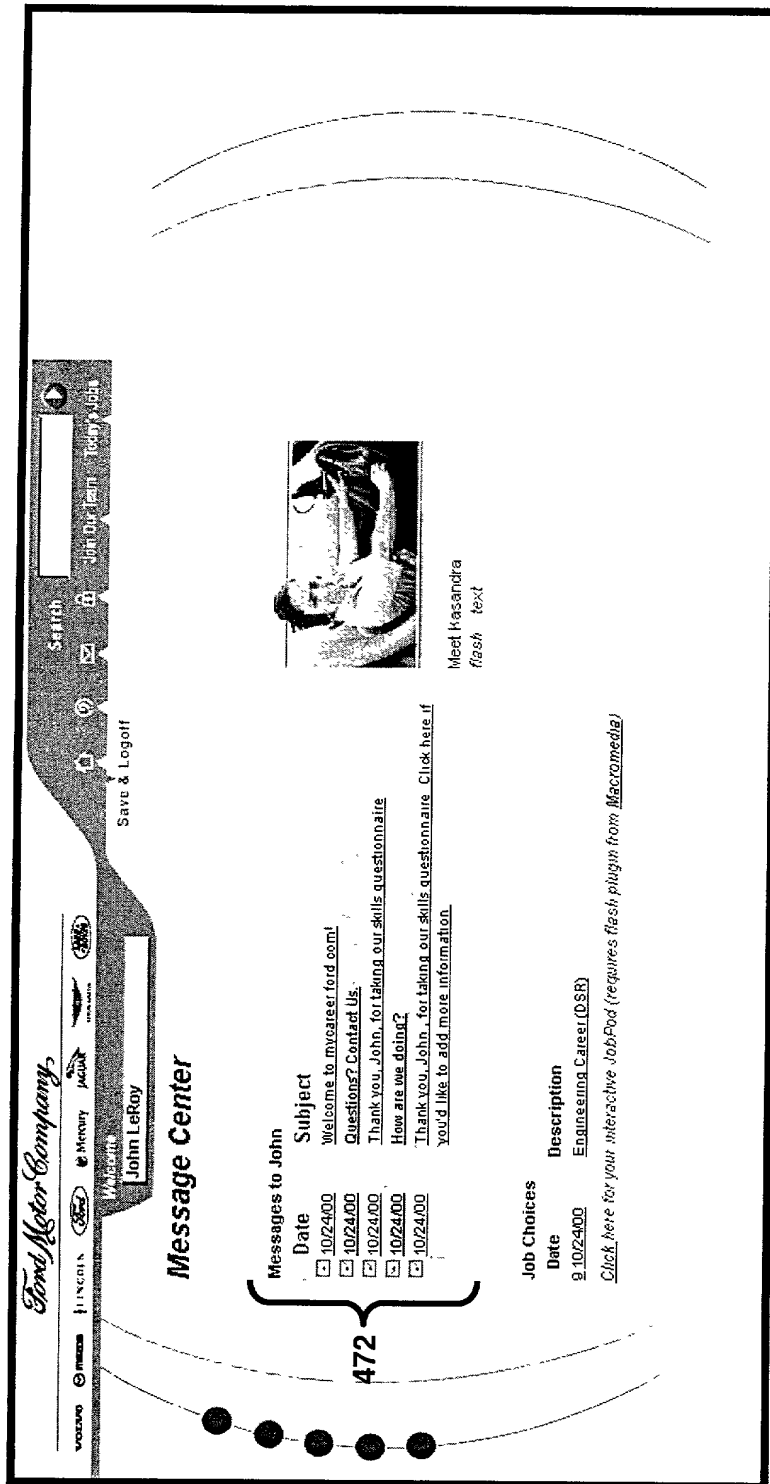


Figure 42

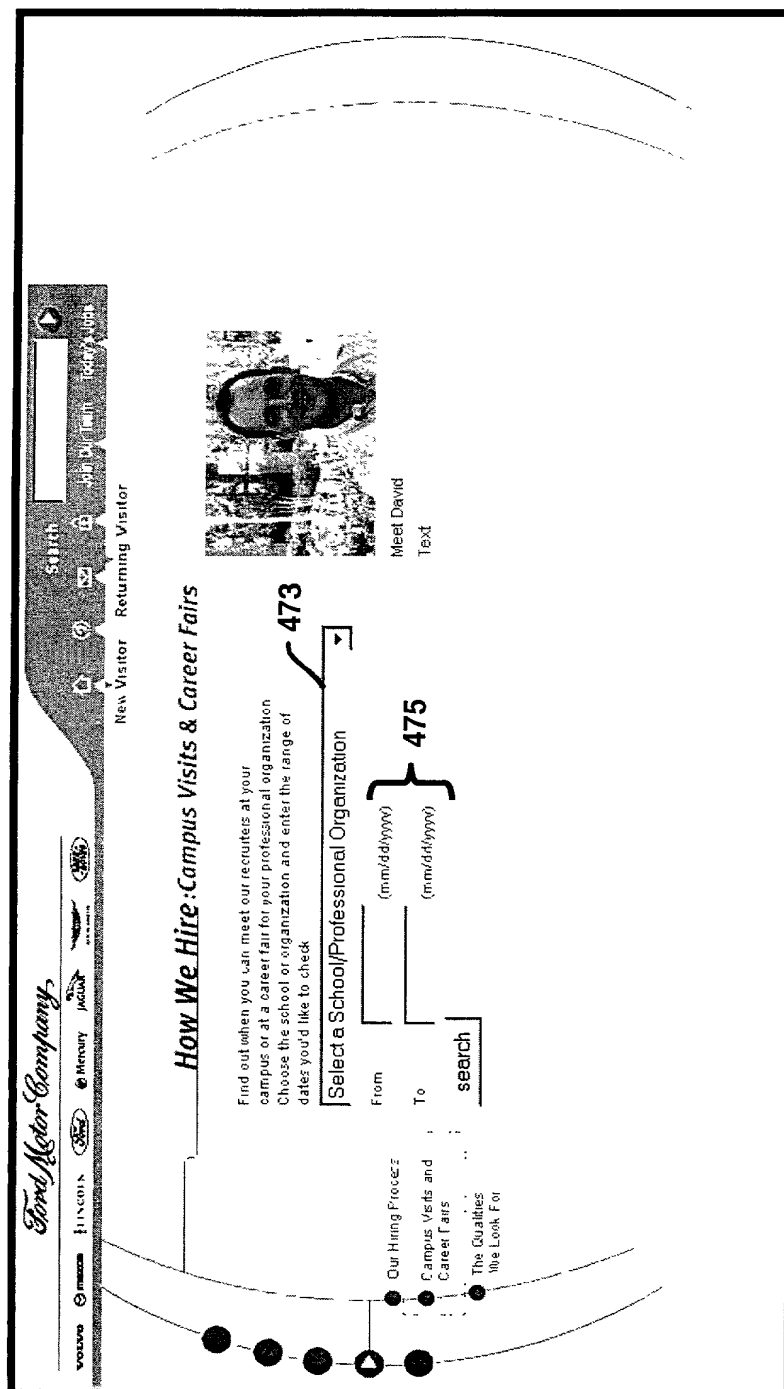


Figure 43

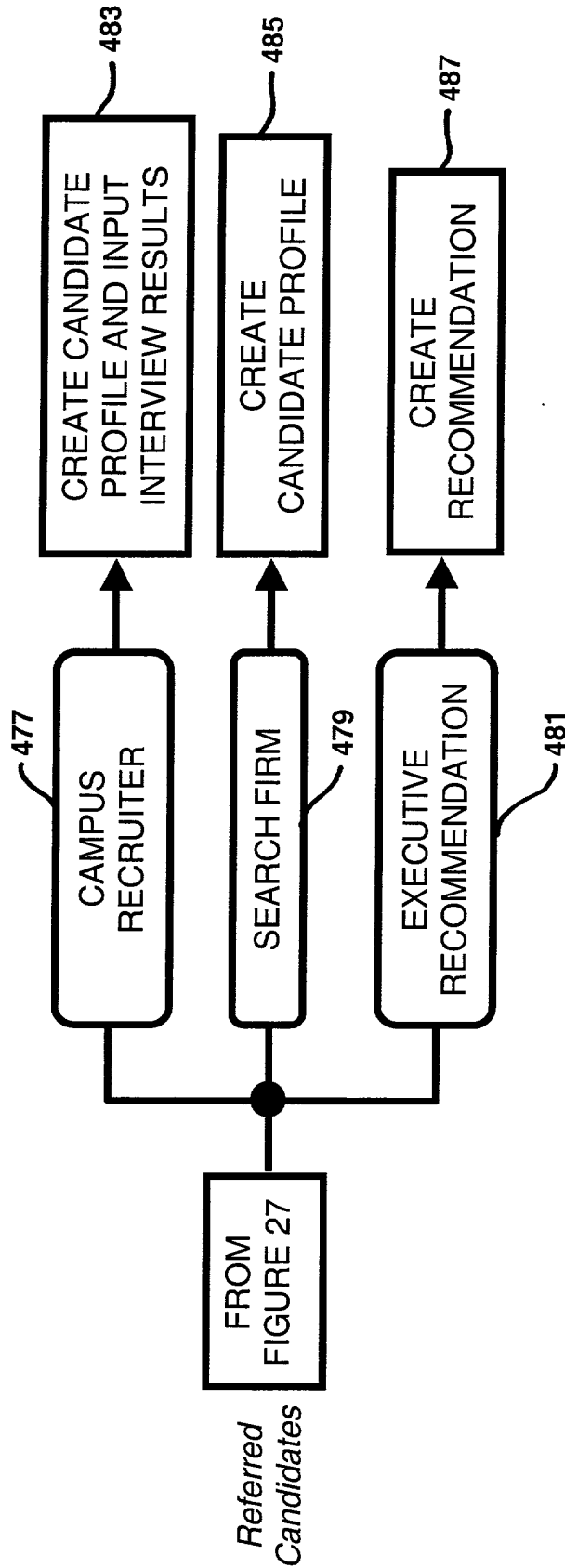


Figure 44

**Candidate Profile**

First Name:

Last Name:

Email Address:

Phone Number:

School:

Expected Graduation Date: (mm/yyyy)

Degree Pursuing:

Field of Study (Major):

Authorization to work in U.S.:

**Interview Rating**

Dimension

1. Business Acumen
2. Innovation and Technical Excellence
3. Commitment to Quality
4. Connects with Customers
5. Demands the Truth
6. Desire to Work for Ford

Rating:

Interview Notes:

Action:

489 { First Name, Last Name, Email Address, Phone Number, School, Expected Graduation Date

491 { Degree Pursuing, Field of Study (Major), Authorization to work in U.S.

493 { Interview Rating Dimension, Interview Rating

495 { Interview Rating

497 { Interview Notes

Figure 45

## Welcome Morresa Meyer

This page shows the recruiting invitations you can use. Menu selections on the left let you use your invitations on candidates.

Please remember these guidelines:

1. Once you use an invitation, you can't rescind it. Make your choices carefully.
2. Invite the best candidates; although invitations are allocated to functions, the quality of the candidate is more important than the function.
3. Use your invitations before the expiration date; unused invitations are forfeited.
4. If you recruit for a professional organization, please don't invite candidates from schools where we recruit. Refer high-quality candidates to the campus recruiters. Click [here](#) to see the list of schools where we recruit.
5. We rely on you to stay in contact with candidates you invite.
6. If you invite an FCG or direct hire candidate, we invite the candidate to register for an upcoming leadership conference.
7. If you invite an intern or co-op candidate, the candidate receives an offer of employment.

## Invitation Account Summary

	Path	Function	Class	Allocated	Spent	Target	Expire
Bowling Green State University	B	Product Development	FCG	10	2	5	12/30/00 RA
U of Michigan-Ann Arbor	A	Product Development	FCG	20	0	10	5/3/01 RA
Western Michigan University	A	Product Development	FCG	20	2	5	12/30/00 RA
American Indian Science & Engineering Soc.	A	Product Development	FCG	10	1	2	12/30/00 RA
499	501	503	505	507	509	511	513

Figure 46

2 adam.kei 521 ket@hotmail.com 727277722 (U of Michigan-Ann Arbor) 539 531 533 535 537

525

527

529

Degree	Major	Graduation Date
BS	Business-Accounting	02/2000
GPA Undergraduate: N/A GPA Graduate: N/A		
Overall Band: D		
%MIN	%	%HIGHLY
REQUIRE DESIREABLE PLACEMENT PREFERENCE		
0	0	0
Status: - Application Pending		
Active Event: none		
Dealer Service Analyst College Grad		

Figure 47

Candidate Profile Report	
Turner, Sue — 541	<i>Ford Motor Company</i>
Candidate Information	
Address:	N/A N/A, N/A N/A, USA
Phone:	(888) 888-8888
Email Address:	Turnerxxx@xxx.xx
Work Authorization	Status: N/A
Because there are federal restriction on Ford's ability to hire, do you have authorization to work indefinitely in the United States? If No Indicate your visa status:-	
Candidate Job/Career Choices	
Job Choices	Career Choices
N/A	N/A
N/A	N/A
N/A	N/A
Employment History	

Figure 48



**Find Candidates(s)**

**Contact Information**

Last Name (is/like)

First Name (is/like)

Email (is/like)

Campus

Figure 49

50/67

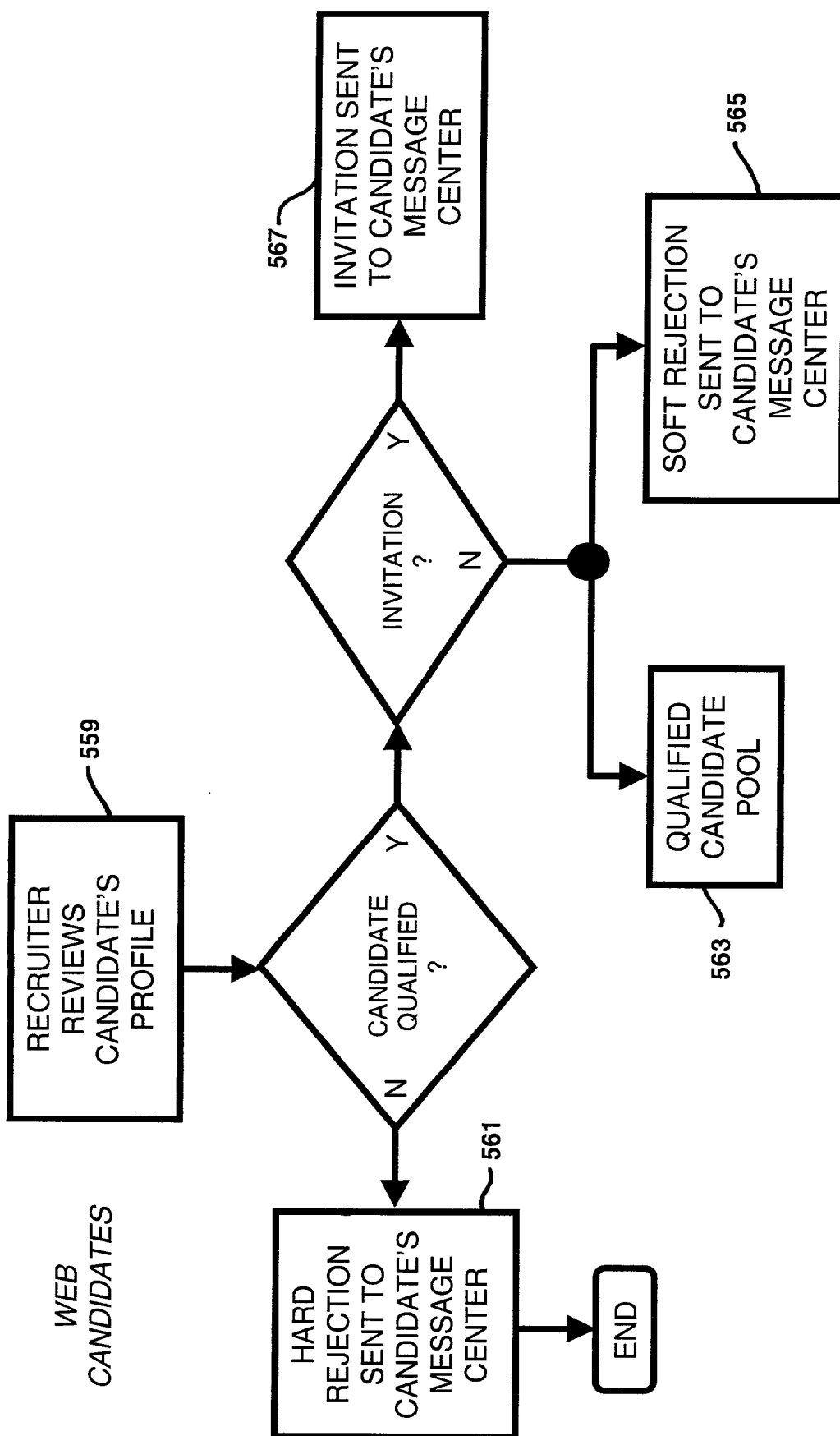


Figure 50

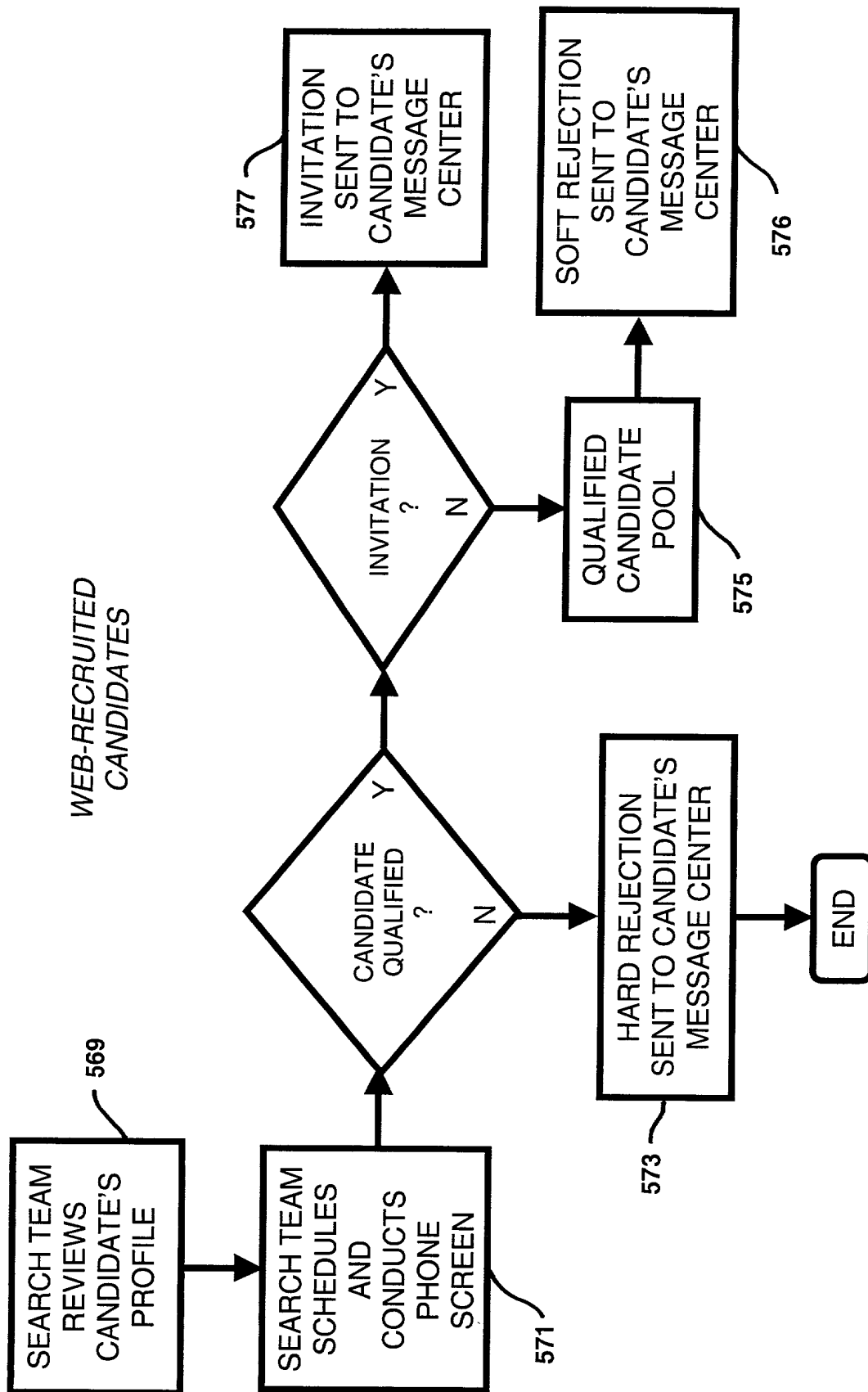


Figure 51

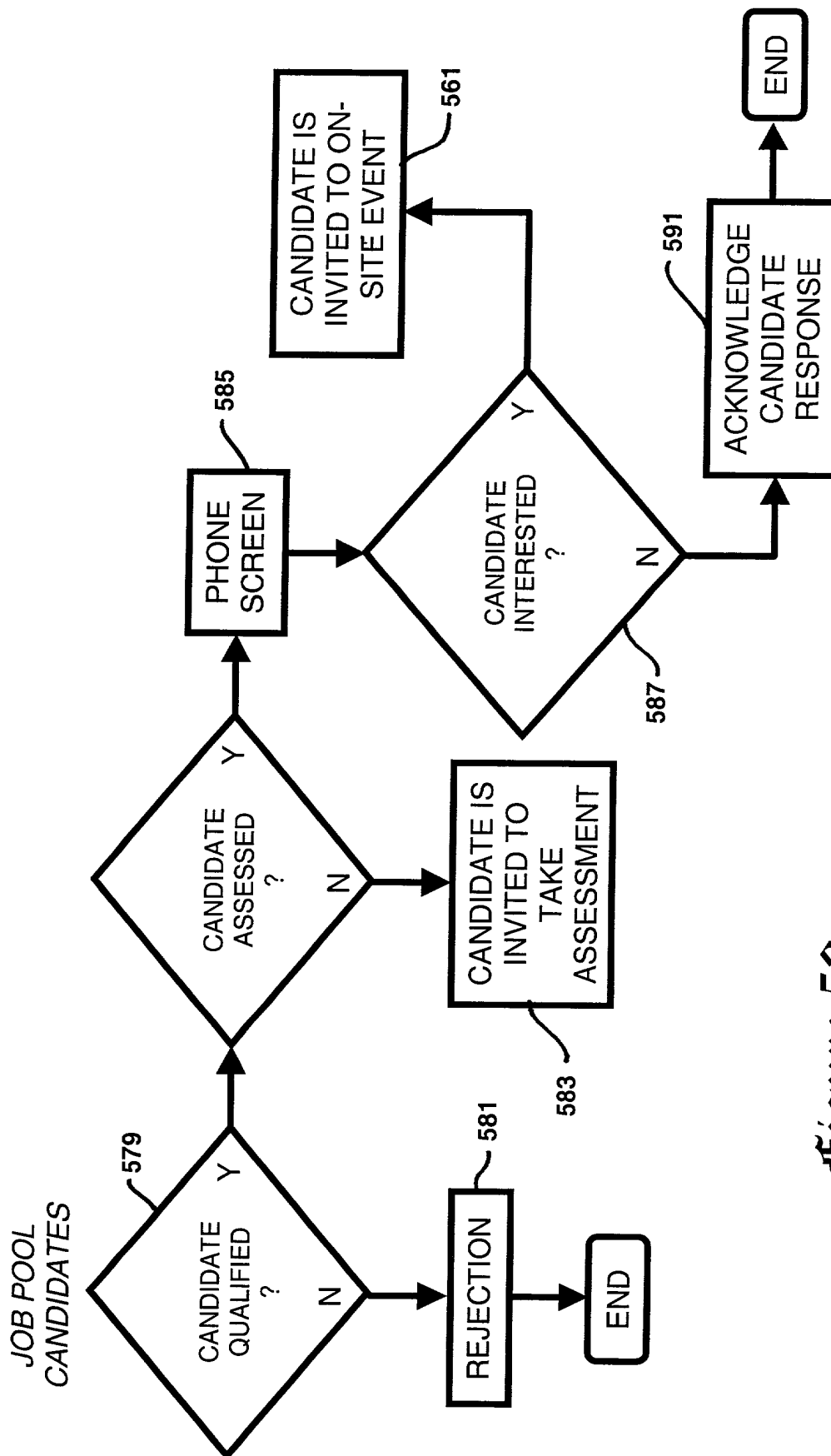


Figure 52

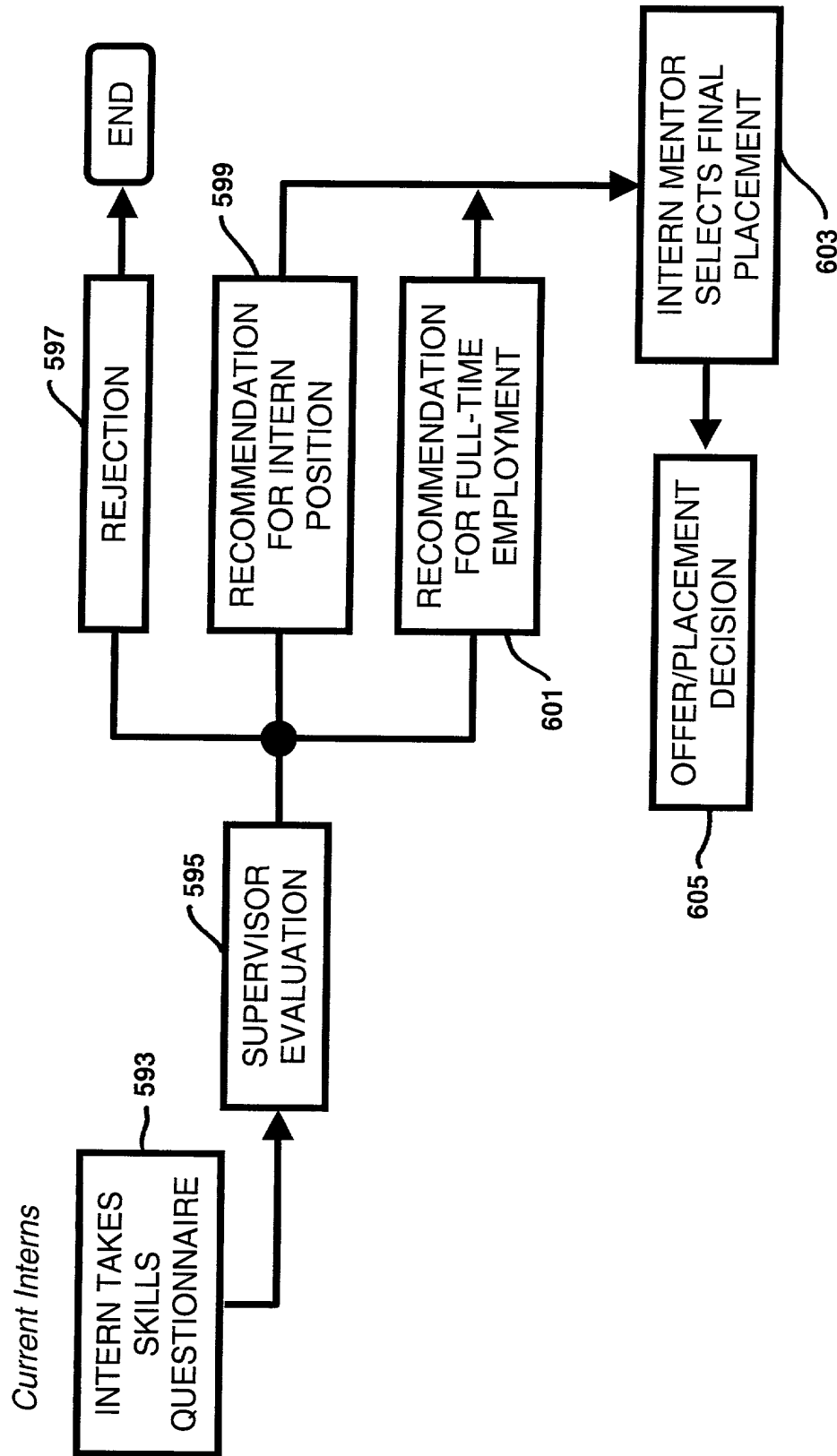


Figure 53

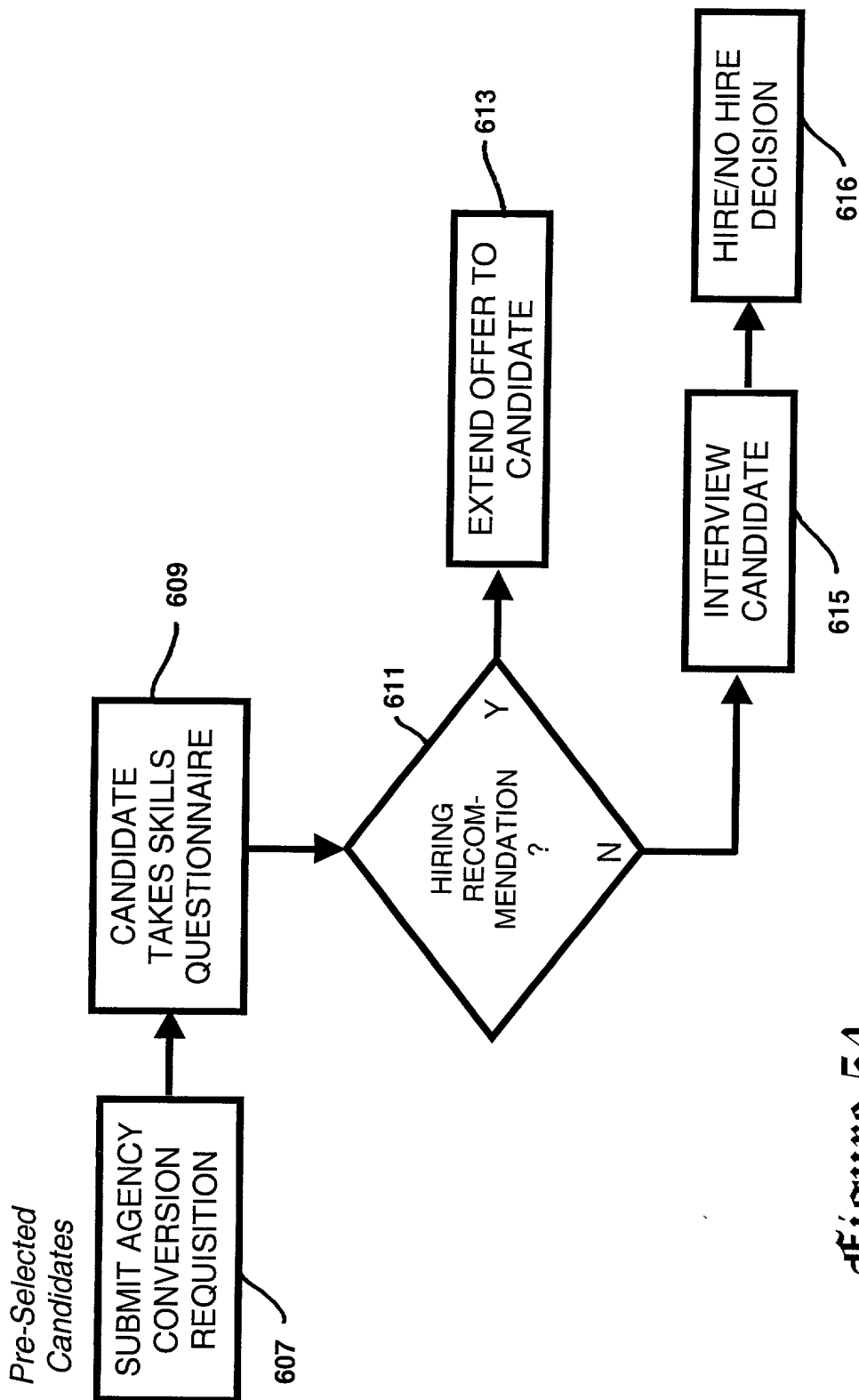


Figure 54

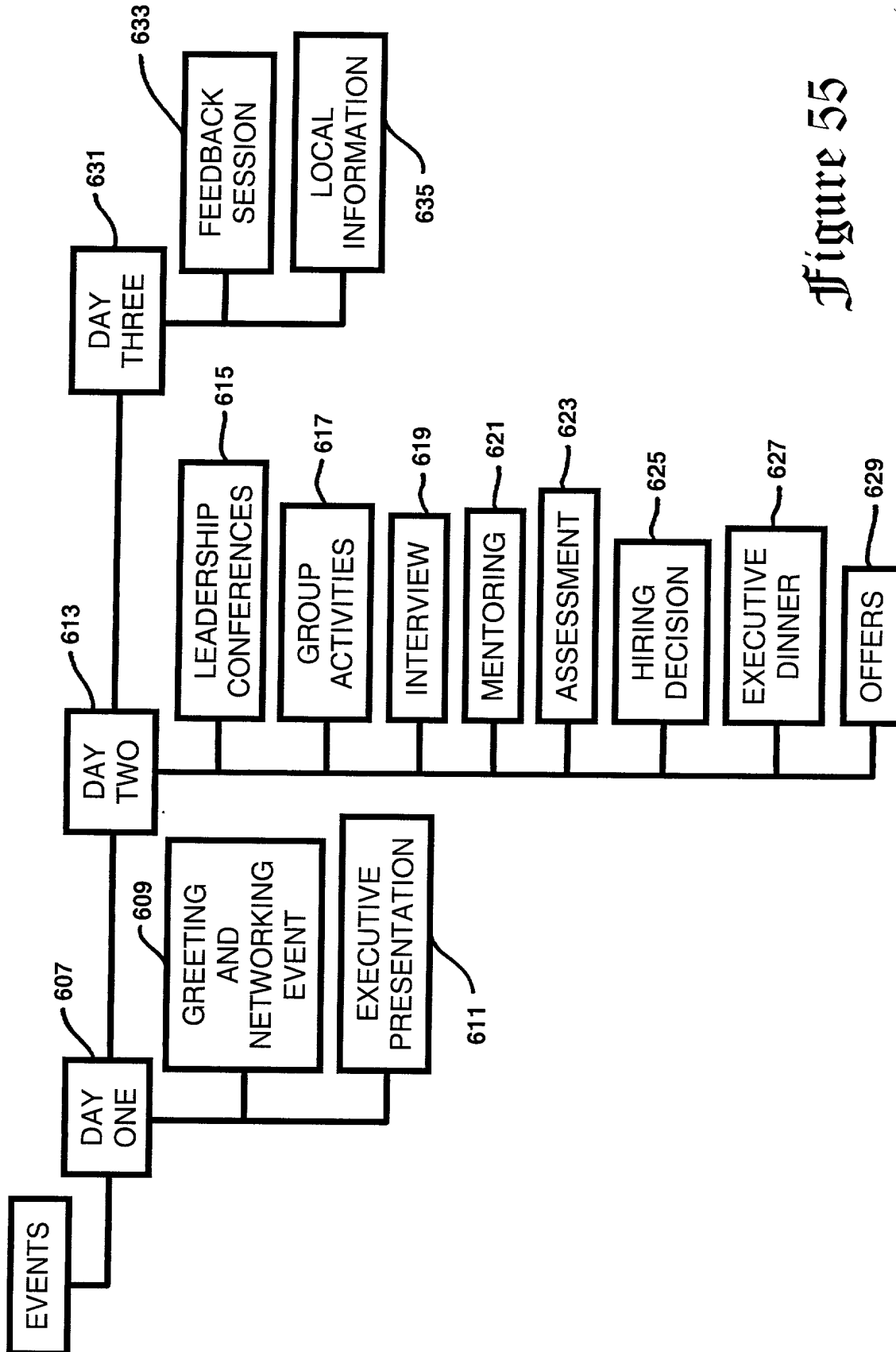


Figure 55

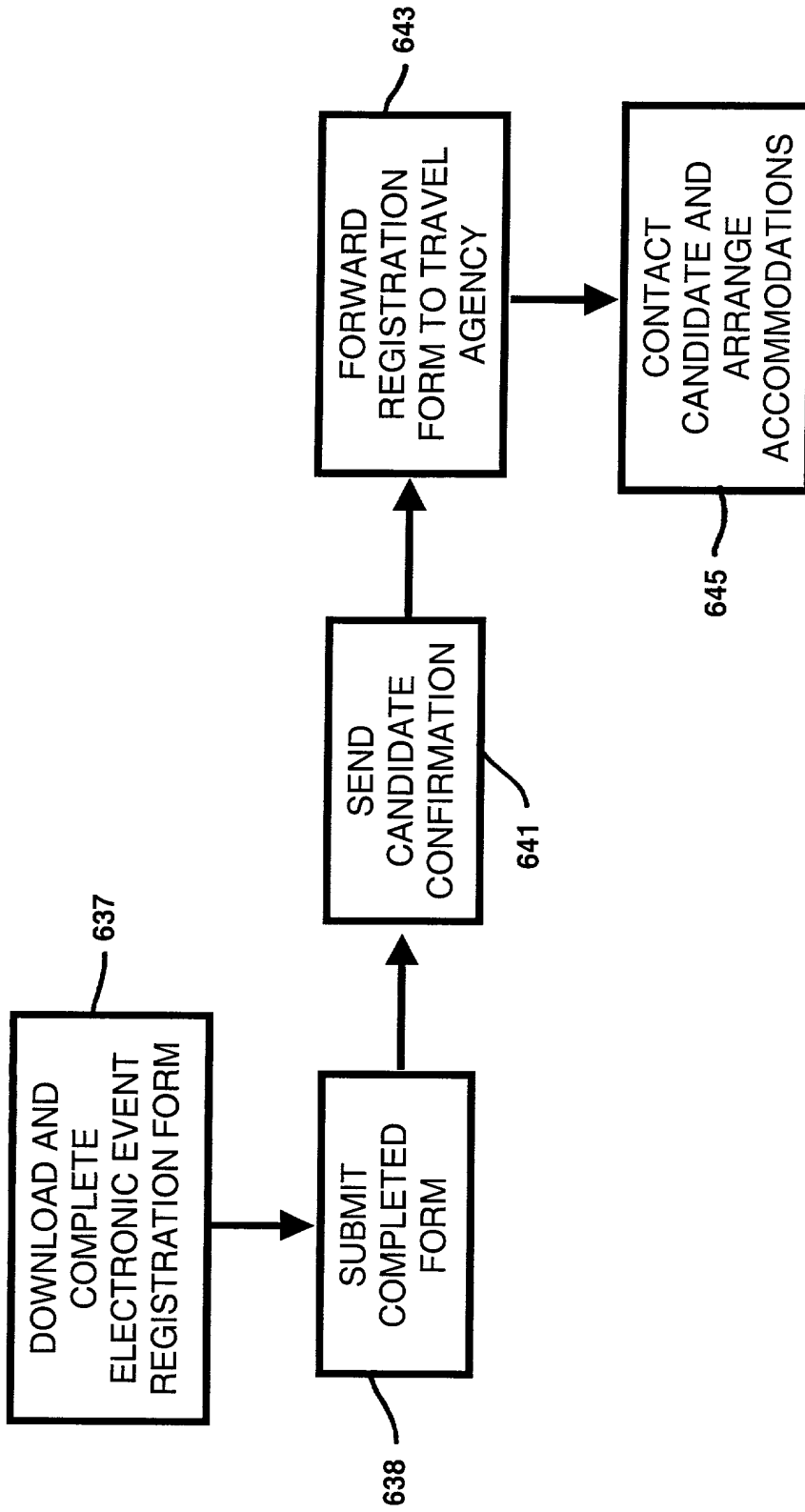


Figure 56



57/67

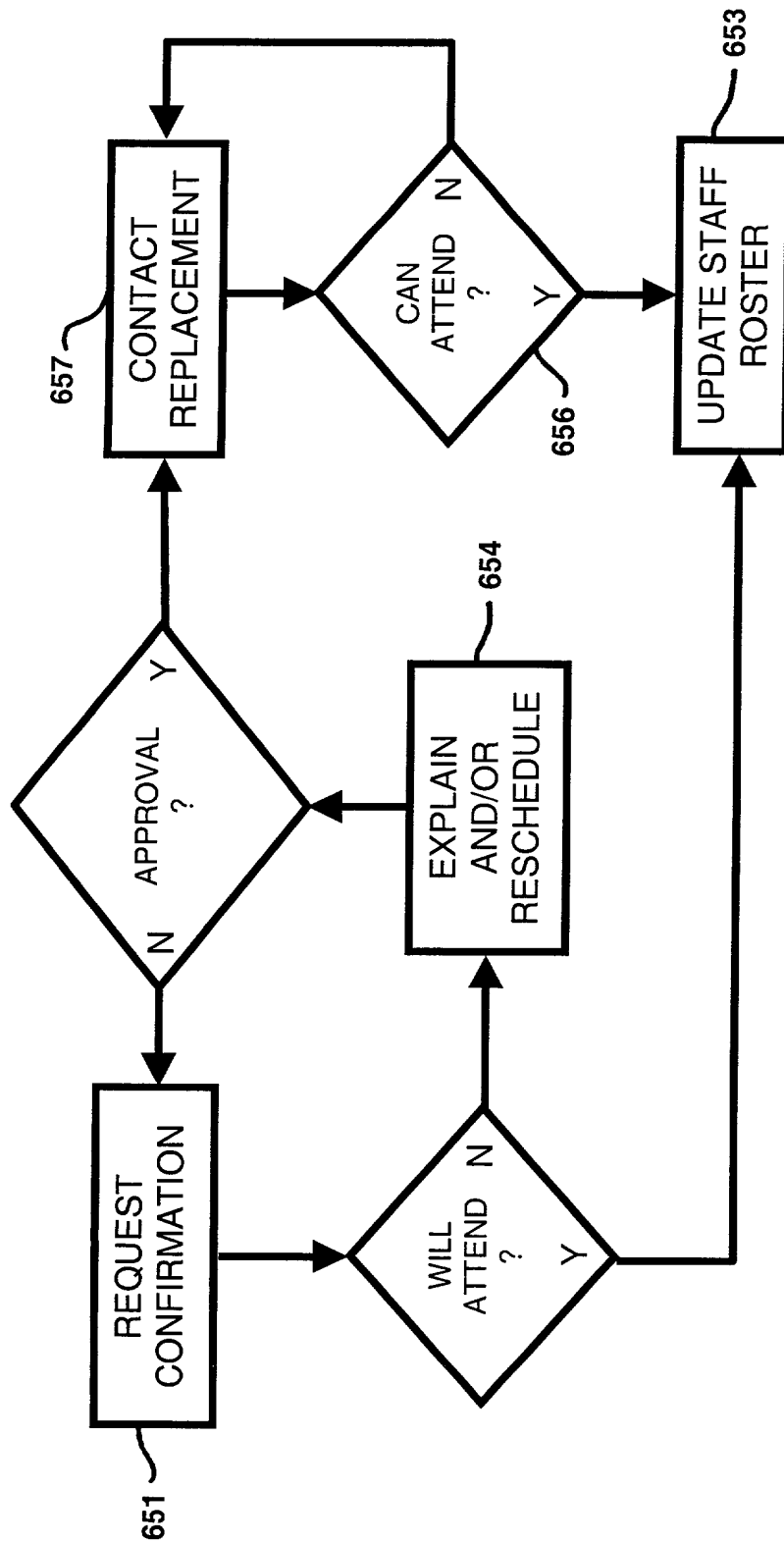


Figure 57

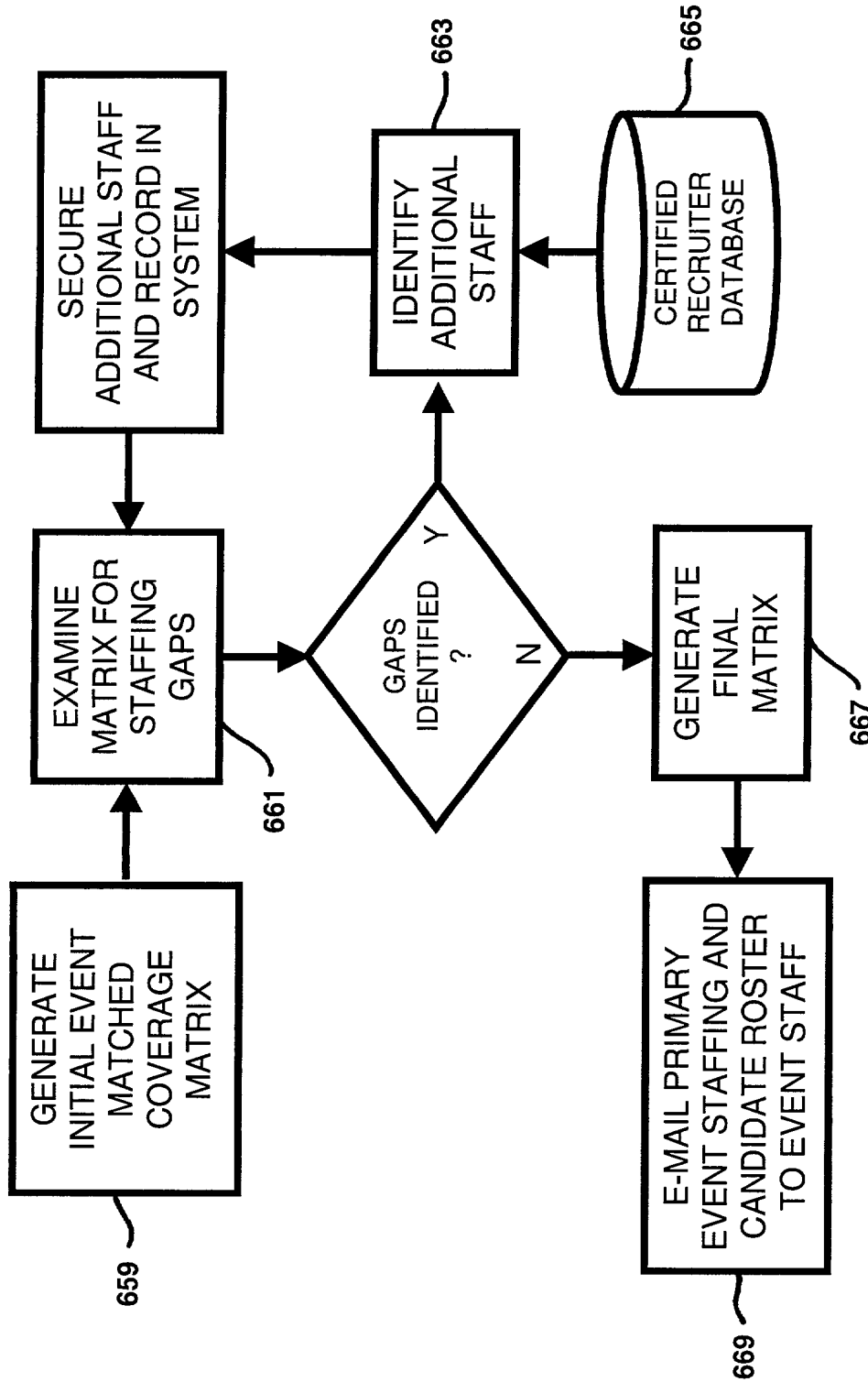


Figure 58

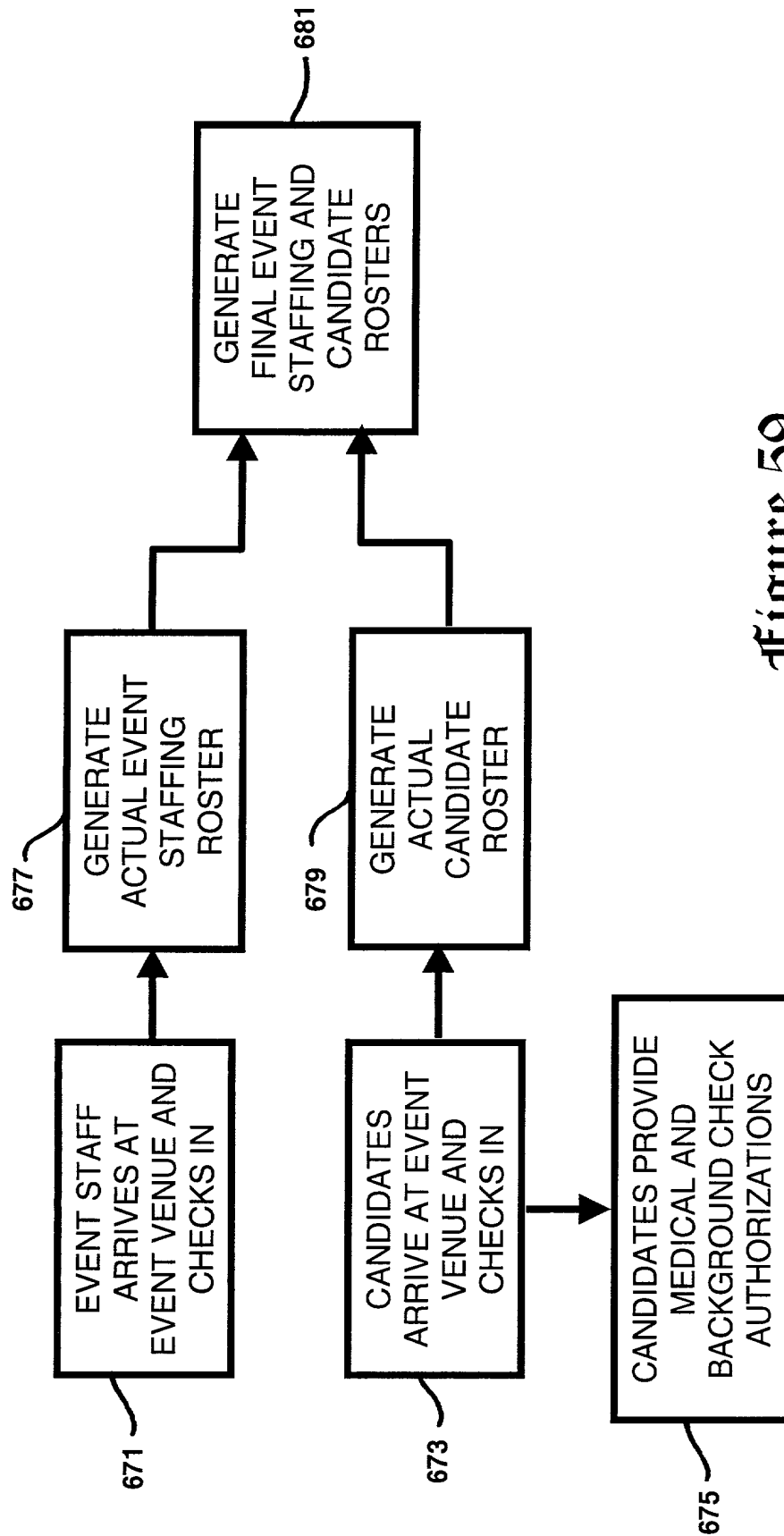


Figure 59

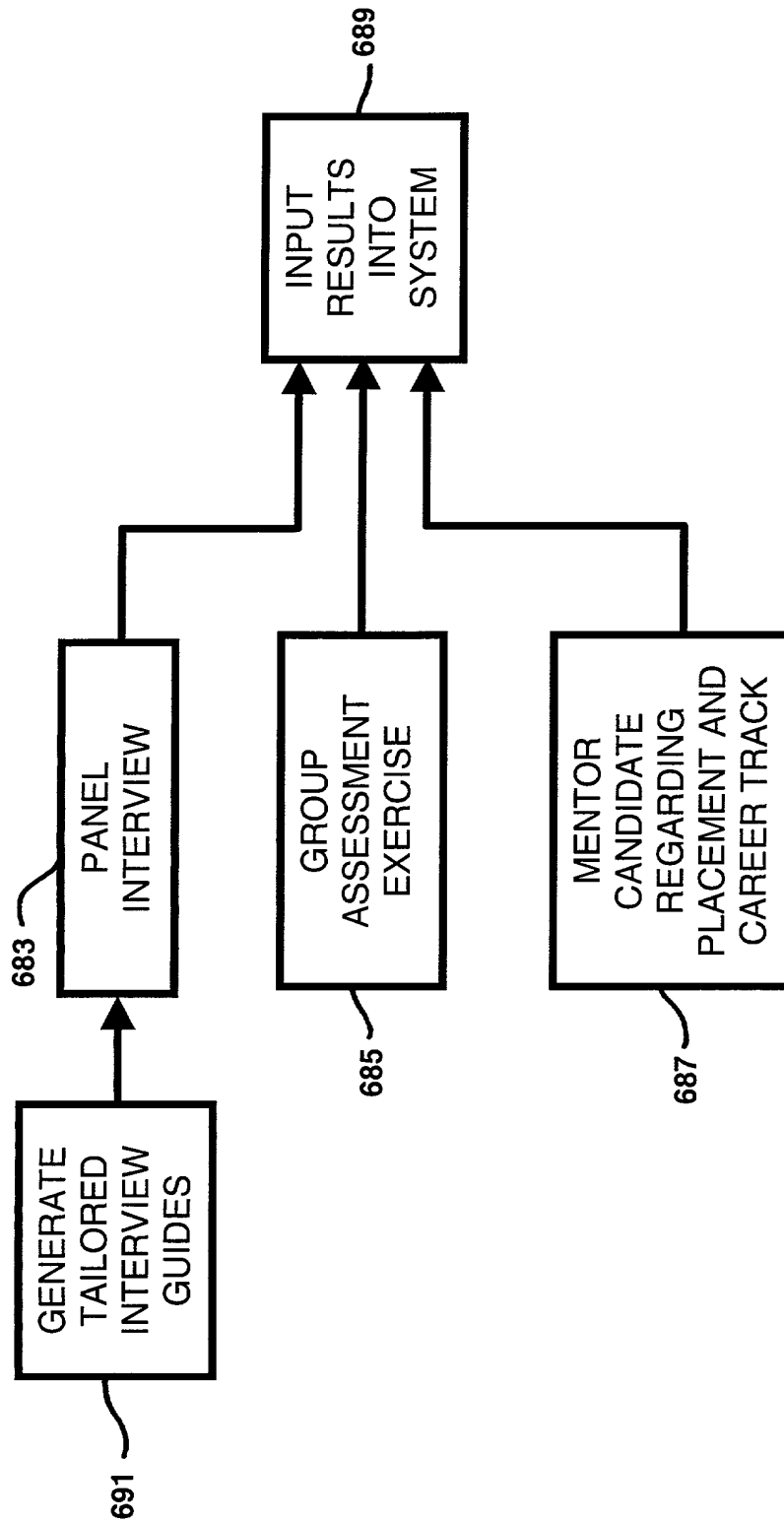


Figure 60

**Group Assessment Ratings Form**

**Delegate:**  **ADD NEW**

**Assessor:**  **ADD NEW**

**Business Acumen:**  693

**Develops Employees and Teams:**  695

**Connects with the Customer:**  697

**Drive for Results:**  699

\* Not applicable indicates the assessor was unable to rate the behavior.

**Offer Recommendation:**  701

**Rationale for Offer Recommendation (Mandatory)**  
(Please provide a behavioral rationale for why you would/would not recommend this delegate for an offer)

703

**Save**

Figure 61

707

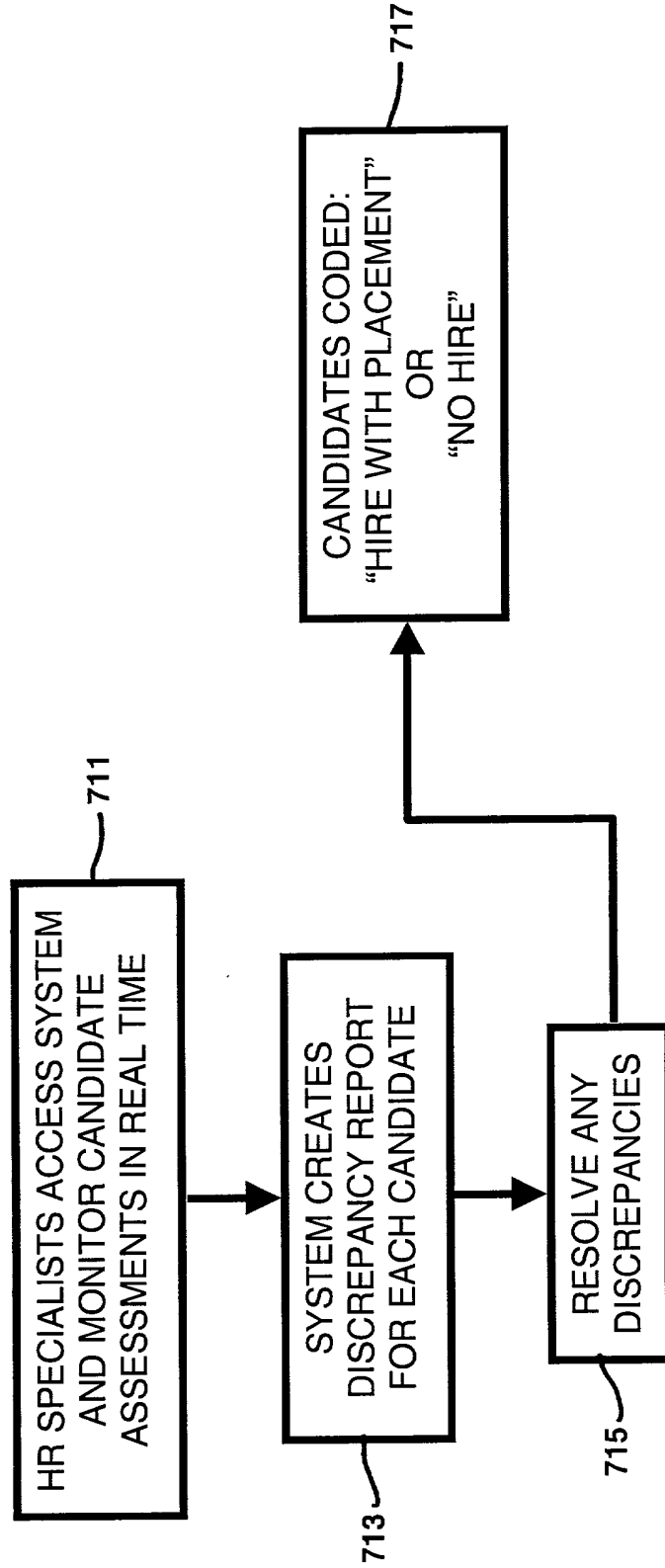


Figure 63

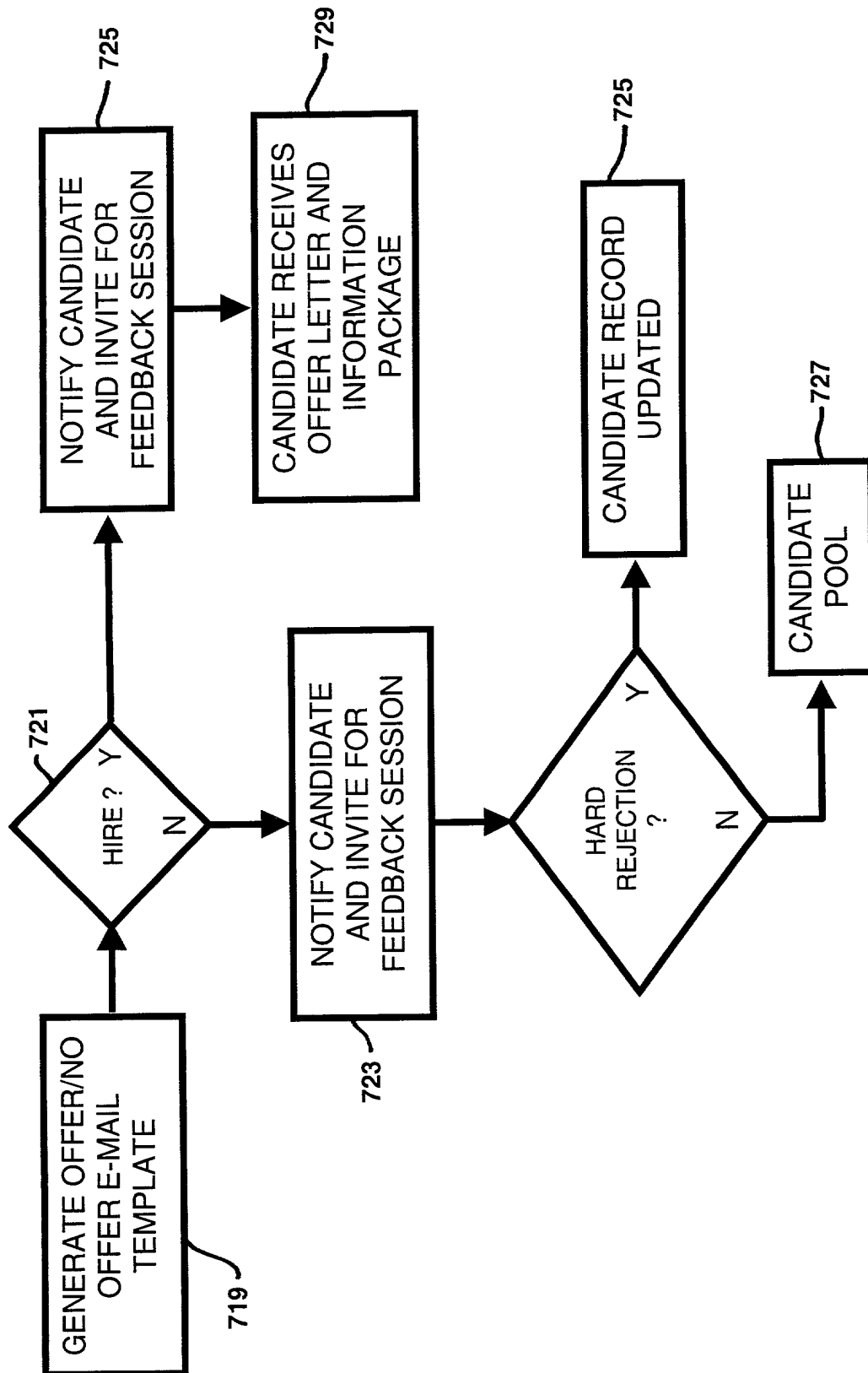


Figure 64



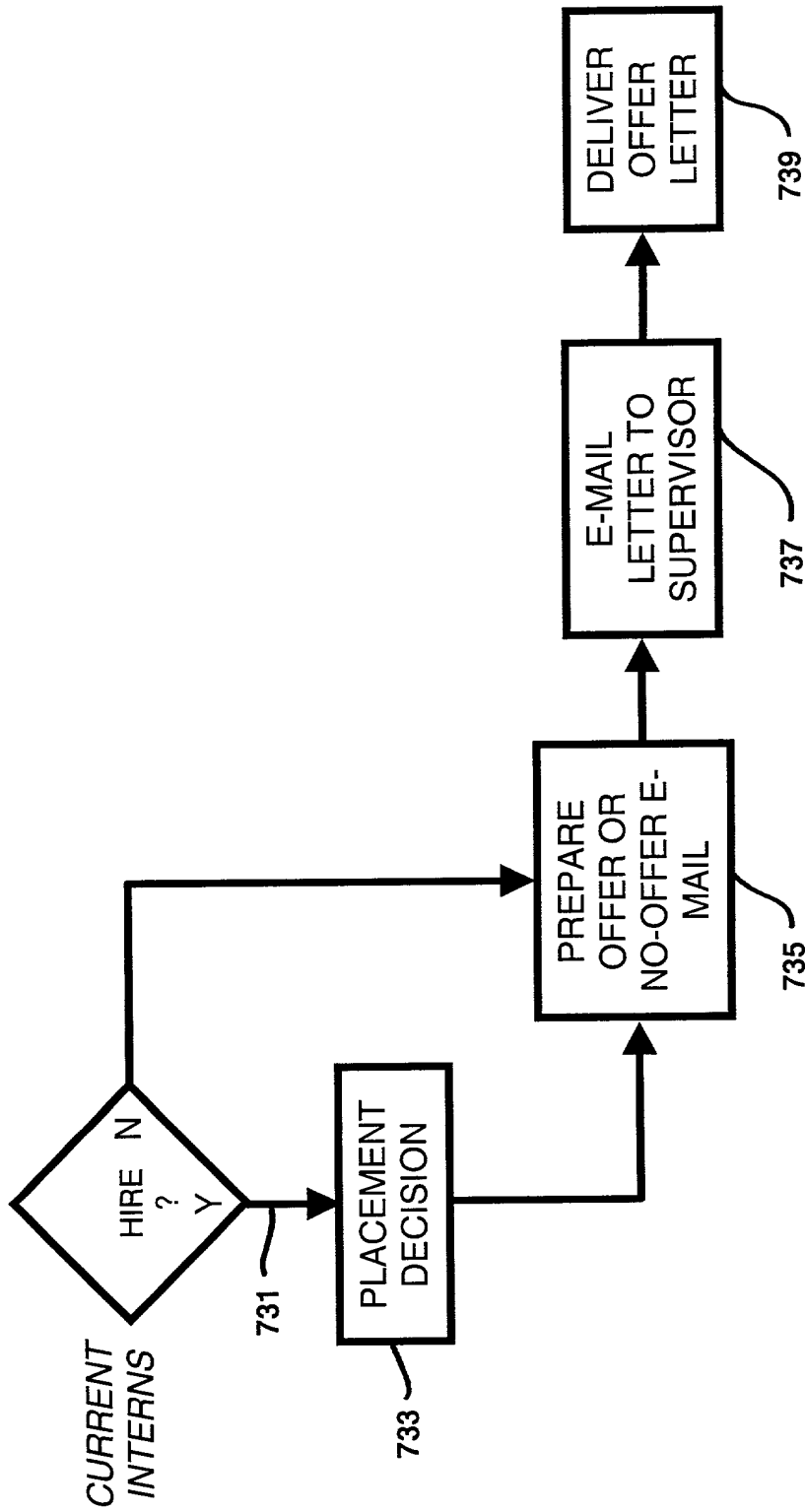


Figure 65

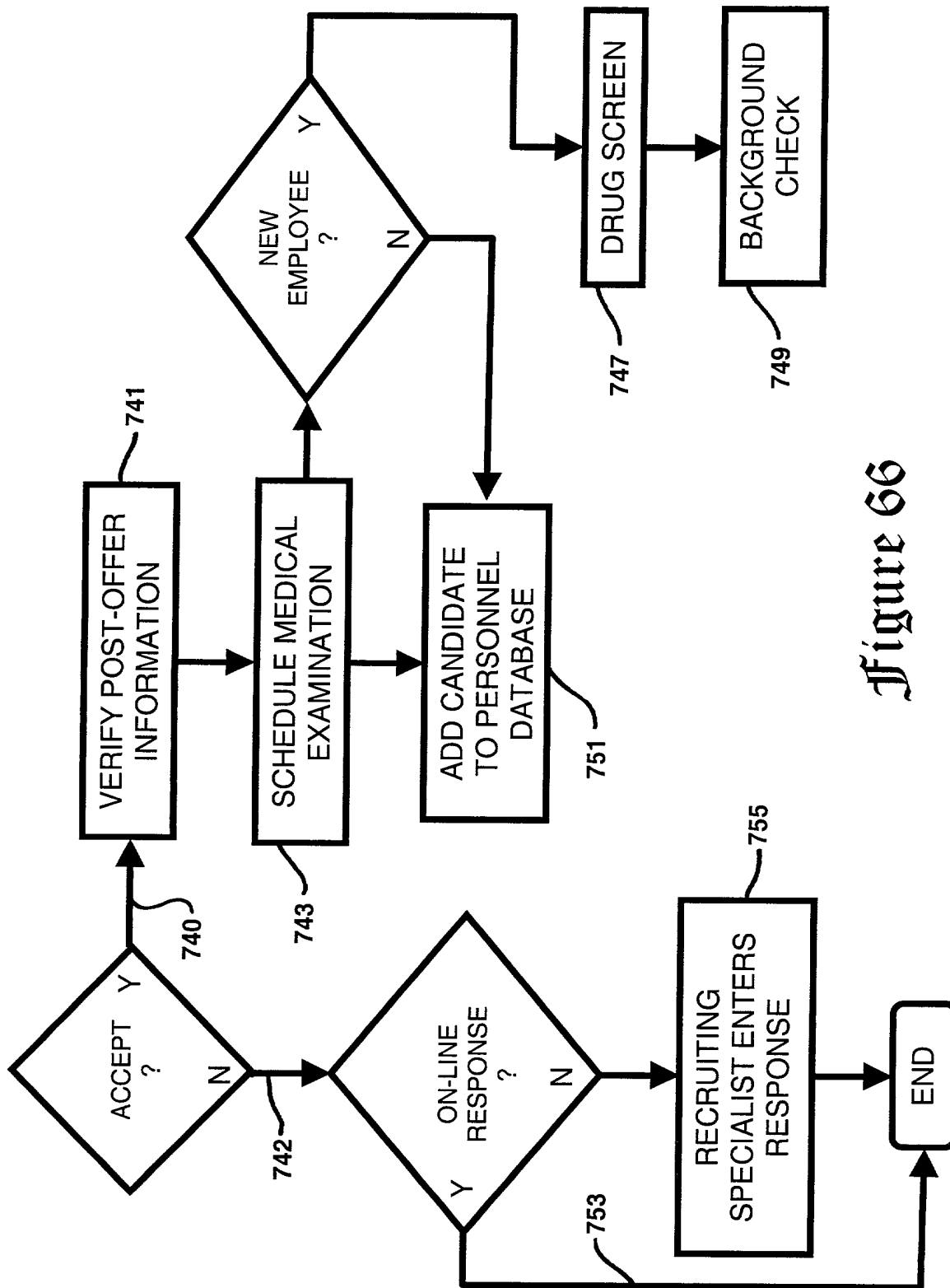


Figure 66

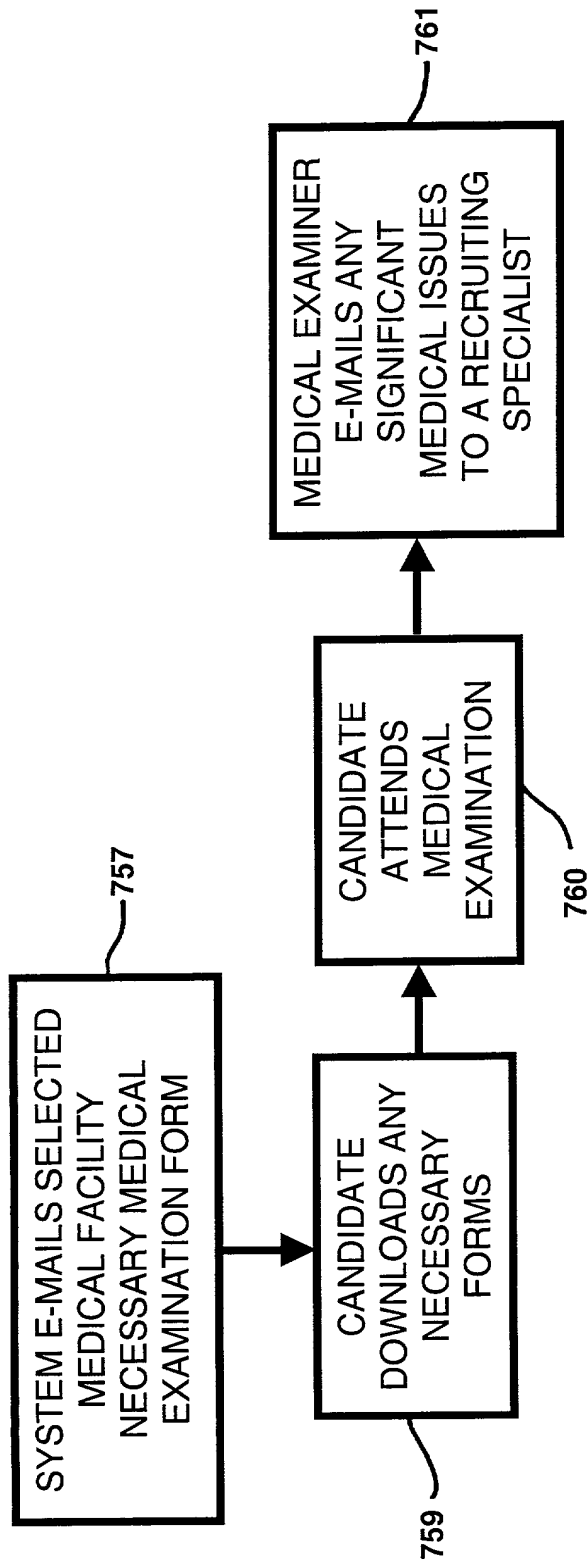


Figure 67